danish

a unit of trust

Sustainability Report 2024-25





India's Leading Quality Conscious Transformers & Protection Panel Manufacturer

The company has established itself as one of the premier transformers & protection panel manufacturers in India by providing deep technological expertise and reliable products empowered with exceptional performance.

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Company Overview

Inaugural Edition of Our Sustainability Report

Danish Power Limited stands among India's leading manufacturers of Transformers, Control Relay Panels, and Substation Automation.

A symbol of excellence in the power equipment sector, Danish Power is widely recognised for its quality-centric operations, engineering capabilities, and unwavering focus on delivering products that power infrastructure across the globe.



Powering an Industry with Excellence

Since its establishment in 1985 under the visionary leadership of **Mr. Dinesh Talwar & Mrs. Shashi Talwar,** the Company has transitioned from manufacturing LT Panels and Battery Chargers to offering a diverse product portfolio comprising Oil & Dry Type Power Transformers (PT), Distribution Transformers (DT), Inverter Duty Transformers (IDT), Control Relay Panels (CRP), and advanced Substation Automation Solutions (SAS).

With more than 40 years of operational expertise, over 12 GW of installed capacity, and a presence in more than 33 countries, Danish Power has earned a reputation not only for manufacturing excellence but also for a steadfast customer-first approach. The Company's ethos, *"Once a customer, always a customer,"* underscores its dedication to long-term relationships.

With a forward-looking vision, Danish Power continues to anticipate market changes, invest in innovation, and embed sustainability into its operational DNA. Its product lines are engineered to deliver high performance and reliability while ensuring minimal environmental impact, supporting clients in fulfilling their energy needs responsibly.

The publication of Danish Power's inaugural Sustainability Report marks a significant milestone in the Company's evolution, signalling a deep commitment to transparency, accountability, and sustainable progress. This report presents a detailed overview of the Company's environmental, social, and governance (ESG) performance, initiatives, and forward-looking commitments for FY 2024–25.

It represents Danish Power's first structured ESG disclosure, developed in accordance with global sustainability frameworks and peer benchmarks, underscoring the Company's commitment to transparency, accountability, and continual improvement.



The report outlines Danish Power's sustainability vision, key initiatives, and achievements, and articulates the roadmap for creating long-term value for all stakeholders.

The Foundation of Our Sustainability Reporting

The Sustainability Report has been developed through an integrated approach that draws upon both national and international frameworks to ensure comprehensive, credible, and comparable ESG disclosures in line with global best practices.

National Frameworks

- Companies Act, 2013 – Schedule VII for CSR activities.
- Business Responsibility and Sustainability Reporting (BRSR) requirements issued by the Securities and Exchange Board of India (SEBI).

International Frameworks

- Global Reporting Initiative (GRI Standards)
- United Nations Sustainable Development Goals (UN SDGs)
- Selected principles from the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standard Board (SASB)

Scope & Boundary

This report provides a comprehensive account of Danish Power's environmental, social, and governance performance for FY 2024–25, covering its operations, products, community development efforts, and governance mechanisms.

The disclosures presented in this report have been compiled from key departments including Operations, Human Resources, Quality Assurance, Procurement, CSR, and Governance to ensure a well-rounded representation of the Company's sustainability footprint. Where possible, ESG data has been measured quantitatively, benchmarked against industry norms, and accompanied by qualitative insights to contextualise strategies, implementation approaches, and outcomes.

The report also covers stakeholder engagement activities and materiality assessment, identifying key sustainability topics relevant to the business and its stakeholders. It underscores the Company's focus on transparency, responsibility, and continuous enhancement, in line with its long-term value creation goals.

Data Integrity & Assurance

Danish Power is committed to ensuring the accuracy, reliability, and transparency of the ESG data in this report through:

- ✓ Internal verification processes to confirm accuracy.
- ✓ Cross-functional data validation for consistency.
- ✓ KPI alignment with recognized sustainability standards for credibility.

Although this is the first edition of the Company's Sustainability Report, Danish Power acknowledges the need to further strengthen its ESG data systems. In future reporting cycles, the Company intends to secure third-party assurance to enhance stakeholder confidence and ensure higher credibility of its disclosures.

Intended Audience

This report has been curated for a diverse group of stakeholders such as shareholders, customers, employees, suppliers, regulatory authorities, community representatives, and technology collaborators. It serves as both a performance record and a strategic outlook on the Company's ESG direction.

Forward-looking Statement

Sustainability at Danish Power is an evolving journey that goes beyond compliance or accolades – it reflects a firm commitment to generating measurable and positive impact.

This report serves as both a documentation of current ESG performance and a foundation for a structured, data-driven sustainability strategy in the years ahead. It establishes a baseline to track progress, refine initiatives, and define measurable ESG targets in alignment with frameworks such as the UN SGDs and national priorities under the BRSR and Companies Act.

Over the coming years, Danish Power aims to fortify its ESG governance structures, deepen stakeholder engagement, and integrate sustainability into every business decision. In doing so, the Company aspires to deliver sustained value to all stakeholders while actively contributing to India's sustainable development goals and the broader global climate agenda.



Message from Leadership

Chairman's Message



"In an era of climate urgency, Danish Power's responsibility is clear – to power not just growth, but hope, resilience, and a sustainable future."

Dear Stakeholders,

It gives me immense pride to share Danish Power Limited's first Sustainability Report – a milestone that reflects the Company's responsibility to contribute meaningfully to a world facing unprecedented environmental and social challenges. For Danish Power, sustainability is not a parallel track to business growth; it is the path itself, shaping how value is created for all stakeholders.

The climate crisis demands urgency, and the Company views it as an opportunity to transform the industry for the better. The focus is clear: to advance innovation that reduces environmental impact, supports the clean energy transition, and enhances long-term resilience. From adopting renewable energy in operations to engineering solutions that enable greener grids, every step is driven by the vision of a low-carbon future. This Sustainability Report marks the natural next step in the journey – building on the strong foundation laid by the INR 425 crore revenue growth in FY 2024–25 and the Company's relentless pursuit of engineered excellence.

But sustainability, to Danish Power, is also about people and principles. The Company is deeply committed to nurturing communities through healthcare, education, and skill-building initiatives, while ensuring that the workplace remains safe, inclusive, and empowering. Equally, Danish Power holds itself to the highest standards of integrity and transparency, strengthening governance systems that inspire confidence and trust across all relationships. Capital investments in motion-driven LED lighting, high-efficiency HVAC systems, and inverter-duty transformers are not just about performance, they are steps toward a cleaner energy future.

With this report, Danish Power aims to complement its ESG disclosures with a more holistic sustainability narrative – capturing not just compliance, but conviction. This report is not only an account of progress but a declaration of intent – to keep raising the bar, to lead responsibly, and to create impact that endures well beyond business outcomes.

The aspiration is for Danish Power to continue standing as a trusted partner in powering growth responsibly while leaving behind a legacy of sustainability for generations to come.

Mr. Dinesh Talwar
Chairman & Whole-time Director

Managing Director's Message



"At Danish Power, the focus is not just on building transformers – it is on building trust, enabling resilience, and powering a sustainable future for generations to come."

Dear Stakeholders,

It is with great pride that the first Sustainability Report of Danish Power Limited is presented – an important milestone at a time when climate action is paramount. The report reflects the Company's values, progress, and commitment to responsible growth.

Founded in 1985, Danish Power has progressed from a modest transformer manufacturer to a globally trusted power-equipment provider with 12 GW+ installations across 33+ countries. Precision engineering, customer - centricity, and operational excellence have remained guiding foundations as the global energy landscape undergoes rapid transformation.

As the sector advances through decarbonisation, digitalisation, and decentralisation, Danish Power is positioned to lead. Sustainability is embedded across the business – from eco-conscious product design and resource-efficient manufacturing to responsible supply-chain practices.

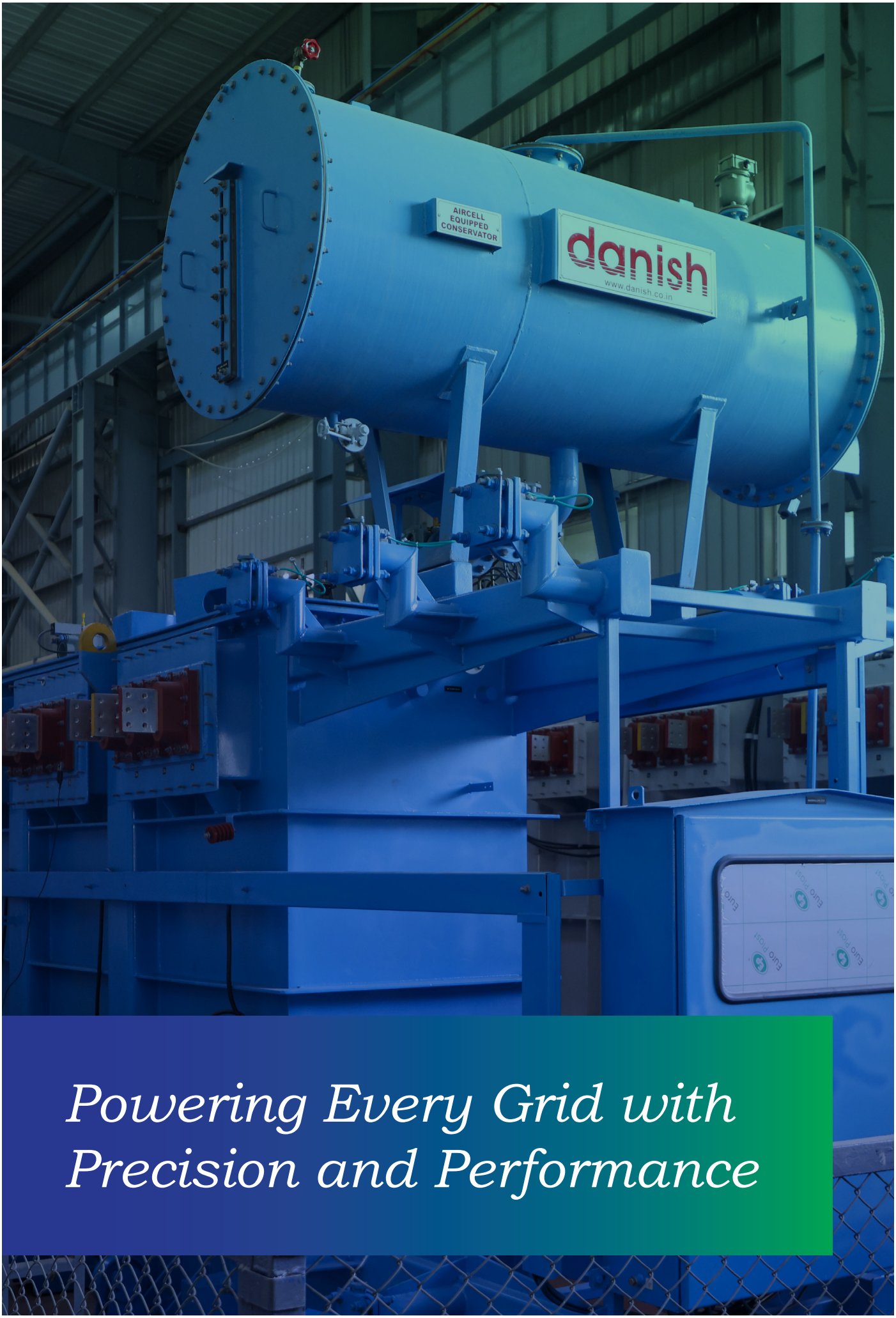
Advanced transformers, CRPs, and SAS solutions are engineered for performance, efficiency, reduced environmental footprint, and extended lifecycle value, supporting industry transitions toward net-zero ambitions. These initiatives are supported by ISO 9001, ISO 14001, and ISO 45001 systems and a culture that prioritises safety, accountability, and continuous improvement.

Commitment extends to societal well-being through initiatives in health, education, skill development, and infrastructure enhancement. Within the organisation, emphasis remains on employee well-being, diversity, equity, and inclusion, creating an environment that enables individuals to thrive.

A materiality-based approach directs focus toward climate action, innovation, workforce empowerment, and governance excellence, aligned with SDGs, GRI Standards, and TCFD principles.

This report sets a baseline for assessing performance and future direction. Ongoing priorities include strengthening ESG commitments, expanding renewable-ready products, lowering carbon intensity, and reinforcing governance. Gratitude is extended to employees, partners, and stakeholders for their support as Danish Power advances transformation, resilience, and a sustainable legacy.

Mr. Shivam Talwar
Managing Director, Danish Power Limited



Powering Every Grid with Precision and Performance

About the Company

For Danish Power, sustainability is not a choice. It is embedded in the Company's growth philosophy. This commitment is reflected in the adoption of a Green Procurement Policy (2024), workplace safety programmes such as fire mock drills, and a strong focus on renewable energy integration and eco-friendly transformer oils, including ester fluids.

Rooted in decades of innovation and responsibility, Danish Power Limited has emerged as a leading name in India's power equipment manufacturing landscape. Established in 1985 by visionary founders Mr. Dinesh Talwar and Mrs. Shashi Talwar, Danish Power began its journey with LT Panels and Battery Chargers and gradually expanded into Control Relay Panels, Transformers, and Substation Automation. For over four decades, Danish Power has built its reputation on integrity, ethics, technical excellence, and customer - centricity. The Company believes in *"building a legacy by looking at the future"*, fostering an organisation that retains the skills, expertise, and innovative capacity to meet the evolving demands of the power sector.

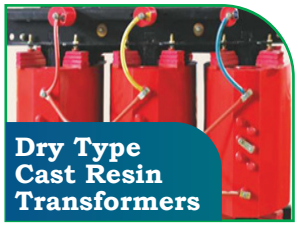
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Danish Power remains committed to powering industries while minimising environmental impact through energy-efficient and future-ready designs that comply with international standards, including IS, IEC, and IEEE. The Company fosters technical expertise, innovation, and responsible practices to meet emerging challenges. At the core of Danish Power's success is a skilled and committed team that upholds quality and integrity in every process.

The Company's product portfolio includes Oil and Dry Type Power Transformers, Distribution Transformers, Inverter Duty Transformers, Control and Relay Panels, and advanced Substation Automation Services. These offerings encompass both standard designs and customised solutions to meet specific client requirements. The manufacturing process is supported by extensive simulation tools, advanced testing mechanisms, and rigorous quality control gates, ensuring superior product design, proven field performance, and compliance with national and international standards.



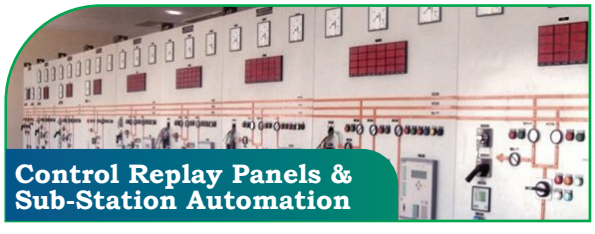












Infrastructure Capabilities

Transformers compliant with IS 1180 Part-1 & Part-3, IS:2026 & IEC:60076

Dedicated in-house design team fully capable of developing efficient and robust transformers

Two modern manufacturing plants for Transformers, CRP, and SAS, located in Sitapura Industrial Area and Mahindra World City DTA02 at Jaipur, spanning over 100,000 sq. ft.

In-house NABL-accredited test laboratory that ensures reliable, accurate, & globally recognized quality in the compliance with international standards

Annual production capacity of 5000 MVA, enabling timely delivery of projects of varied scale

Integrated Quality Management System certified to ISO 9001, ISO 14001, and ISO 45001:2018

People & Culture

The strength of Danish Power lies in its highly trained, skilled, and dedicated workforce, which takes complete ownership of quality, applying care, precision, and innovation at every stage of production. This culture of excellence has been instrumental in ensuring customer satisfaction, retention, and long-term partnerships, reinforcing the Company's motto: *"Once a customer, always a customer."*



Global Presence and Impact

With over 12 GW of installations worldwide and projects executed in more than 33 countries, Danish Power's solutions play a vital role in creating reliable, efficient, and sustainable power infrastructure globally. By integrating quality engineering with environmental responsibility, the Company continues to power progress while protecting the planet, aligning with the global transition towards cleaner, more efficient energy systems.

12 GW+
Installations Worldwide

33+
Countries

Africa
Zambia

Central Africa
Chad

East Africa
Ethiopia
Kenya
Uganda
Tanzania
Rwanda
Malawi
Mozambique
Burundi

West Africa
Nigeria
Benin
Togo
Ghana
Guinea
Senegal

Europe
United Kingdom

Middle East
United Arab Emirates
Bahrain
Iran
Syria
Oman
Jordan

Central Asia
Afghanistan

South Asia
Nepal
Bangladesh
Sri Lanka
Bhutan
Maldives

Southeast Asia
Myanmar
Laos
Vietnam



Vision and Mission

This Sustainability Report has been developed using a balanced combination of national and international sustainability frameworks, ensuring our disclosures are comprehensive, credible, comparable, and aligned with global best practices.

Vision

To be among the most trusted global leaders in power sector manufacturing, delivering innovative, reliable, and sustainable energy solutions that power progress, protect the planet, and create lasting value for generations to come.

Mission

- ✓ Customer First, Always
- ✓ Profit with Purpose
- ✓ Global Leadership
- ✓ Innovation & Excellence
- ✓ Responsible Growth
- ✓ Empowered People

Core Values

The fundamental principles, beliefs, and standards that guide a company's decisions, behaviors, and culture, serving as a "roadmap" for the organization and its employees. Our values define the company's identity, differentiate it from competitors, and influence everything from employee experiences to external relationships.



Journey of Growth & Responsibility

1985 – Foundation Laid
Founded by Mr. Dinesh Talwar and Mrs. Shashi Talwar, Danish Power began with a vision to engineer excellence in India's power sector.

1990 – Diversification into Core Electrical Solutions
Expanded from LT Panels and Battery Chargers to Control Relay Panels & Transformer Manufacturing, marking a shift toward integrated energy infrastructure.

2016 – National Export Excellence
Received the National Award for Export Excellence from Union Minister Smt. Nirmala Sitharaman, highlighting global competitiveness and product quality.

2017 – ISO 17025 Accreditation
Danish Power became the first transformer manufacturer in Rajasthan to achieve NABL accreditation for its Transformer Testing Laboratory, setting a national benchmark.

2022 – Sustainability & Innovation Leadership
- **BIS Pioneer**: First in India to achieve BIS certification for Ester-filled Transformers under IS 1180 Part 3.
- **Technology First**: Successfully type-tested 18 MVA Aluminum Wound 5-Winding Inverter Duty Transformer – first in India.
- **Smart Manufacturing**: Inaugurated a new unit at Mahindra World City, Jaipur for scalable, digital-first production.

2023 – Technological Excellence Recognized
- Won India **SME 100 Award** for business performance.
- Honored by **Solar Quarter** for leadership in the Inverter Duty Transformers.
- Shortlisted for the **Economic Times MSME Awards 2022**, recognizing innovation and resilience.

2024 – Strategic Transformation & IPO
- Featured among **Top Indian SMEs** by Dun & Bradstreet (July 2024).
- Launched **Initial Public Offering (IPO)** in October 2024.
- Transitioned from pure-play manufacturer to **sustainability-focused industry leader** aligned with global ESG priorities.

2025 – Record-Breaking Business Performance
- Secured largest-ever **single domestic order worth ₹99.72 Crores**.
- Crossed **₹400 Crores in revenue** with **highest-ever Profit After Tax (PAT)**

ESG Governance, Strategy & UN SDG Alignment

ESG Commitment

Danish Power Limited believes that long-term success is rooted in responsible value creation, where environmental stewardship, social responsibility, and strong governance are integrated to drive progress. ESG is a fundamental part of Danish Power's business strategy, influencing product design, operational excellence, stakeholder engagement, and future planning.

This inaugural Sustainability Report presents the Company's ESG governance structure, strategic pillars, and progress, mapped to the United Nations Sustainable Development Goals (UN SDGs). These goals provide a global framework to ensure alignment with both national development priorities and international sustainability standards.



Governance Structure

A robust governance structure underpins Danish Power's ESG journey. The Board of Directors exercises strategic oversight on ESG matters, supported by specialised committees that ensure transparency, accountability, and ethical conduct. Four principal Board committees presently advance the Company's ESG priorities:

Committee	Chairperson	Key Responsibilities
Audit Committee	**Mr. Surendra Singh Bhandari**	Oversees financial reporting, internal controls, and risk management.
Nomination & Remuneration Committee	**Mr. Pulkit Sharma**	Ensures merit-based appointments, promotes diversity, and determines fair remuneration.
Stakeholder Relationship Committee	**Mr. Surendra Singh Bhandari**	Addresses stakeholder concerns and enhances engagement mechanisms.
CSR Committee	**Mr. Shivam Talwar**	Guides CSR strategy, oversees project execution, and ensures compliance with Schedule VII of the Companies Act, 2013.

While a dedicated ESG Committee has not yet been constituted, ESG considerations are actively incorporated into Board-level deliberations. The CSR Committee currently leads sustainability-linked community engagement. The Company intends to establish a formal ESG Committee in the near future to enhance integration, monitoring, and accountability across all material ESG areas.

ESG Strategy & SDG Alignment

Danish Power's Environmental, Social, and Governance (ESG) strategy is structured around three strategic pillars that shape decision-making across operations, supply chain practices, and community partnerships. These pillars align with select UN SDGs and are embedded in the business model to ensure sustainable, inclusive, and resilient growth.

Our Three Strategic Pillars



1. Sustainable Operations & Industrial Excellence

The Company engineer high-performance, energy-efficient products certified by BIS, BEE, and NABL, with type-tested transformers and panels approved by global labs such as KEMA (Netherlands), CPRI (India), and ERDA (India).

- **Strong global presence** – 60%+ export sales to over 30 countries, strengthening global sustainable energy infrastructure.
- **Award-winning performance** – EEPC India Export Excellence, Supplier Excellence Award (BSES), and Best Supplier Award (Jakson Green Energy Ltd.).

For product stewardship, certifications, and innovation details, refer to the "Environment Stewardship" section.



2. Community Empowerment

The Company create lasting social impact by focusing on education, skill development, health, and equality.

- **Water & Sanitation** – Built four modern washrooms for girls at Government School, Sukpuriya, Jaipur.
- **Skill Development** – Partnered with ***I Create*** to train underprivileged women.
- **Health & Well-being** – Sponsored the education and care of eight children at SOS Children's Villages of India.
- **Relief Aid** – Contributed to PM/CM Relief Funds and distributed food kits during the COVID-19 pandemic.

For more on social programs and impact metrics, see the "Social Responsibility" section.



3. Environmental Stewardship

The company integrate sustainability into our product design, manufacturing processes, and partnerships.

- **Energy Efficiency** – Designed and delivered BEE Star Rated Transformers that reduce energy use and emissions.
- **Biodiversity Conservation** – Partnered with WWF India to protect endangered species and habitats.
- **Sustainable Practices** – Achieved 100% compliance with environmental regulations, with proactive measures for pollution prevention and resource conservation.

Environmental performance indicators and lifecycle initiatives are detailed in the "Environment Stewardship" section.

Monitoring and Implementation

Strong governance ensures that our ESG vision is implemented effectively:

- **Dedicated Oversight** – CSR Task Force, program managers, and implementation partners track project delivery.
- **Structured Review** – Performance dashboards and periodic reviews with the CSR Committee ensure strategic alignment.
- **Standards-Based Evaluation** – Projects measured against KPIs, benchmarked with national/international frameworks for transparency and comparability.

Our governance, policies, and oversight mechanisms are outlined in the "Governance Excellence" section.



Stakeholder Engagement and Materiality Matters

Stakeholder Management ensures we understand and collaborate with those affected by our actions, while Materiality Assessment helps us focus on the most critical issues that impact both the business and its stakeholders.

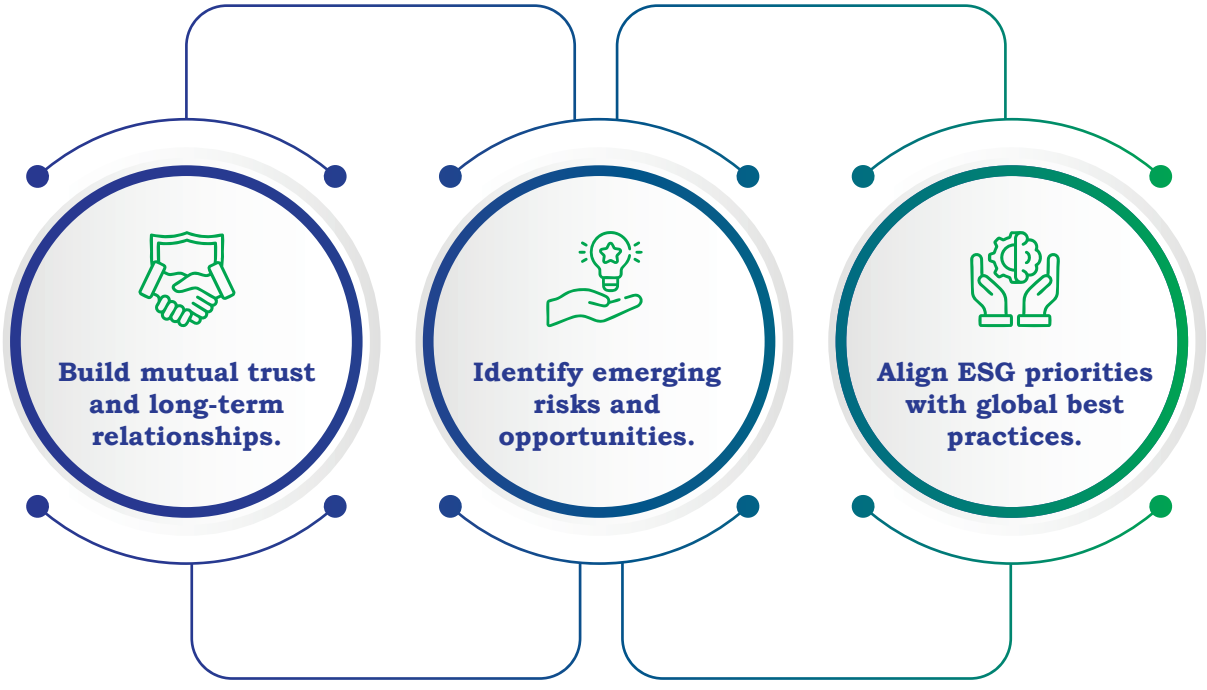
Approach to Stakeholder Engagement

Danish Power recognises that long-term value creation is contingent on fostering strong, transparent and trust-based relationships with its stakeholders. The Company actively engages with a diverse group of stakeholders to understand their expectations, address concerns and integrate their feedback into business strategies.

The Company's engagement approach is designed to:

Stakeholder engagement is the practice of involving people or groups affected by an organization's activities to gain their perspectives, needs, and concerns, ultimately building trust and support. Materiality matters in this context by focusing on identifying the environmental, social, and governance (ESG) issues most significant to the organization and its stakeholders, guiding strategic decisions and sustainability reporting.

An inclusive approach to consulting with stakeholders - such as customers, employees, communities, and investors - to understand their perspectives and incorporate them into strategic responses.



Key Stakeholder Groups & Engagement Channels

Stakeholder Group	Purpose of Engagement	Engagement Channels	Focus Areas
Customers	Understand needs, enhance satisfaction, co-create solutions	Direct meetings, feedback surveys, technical support, trade shows, digital platforms	Product quality, innovation, energy efficiency, after-sales service
Employees & Leadership	Foster a safe, inclusive, and growth-oriented workplace	Townhalls, training programs, intranet updates, suggestion schemes, performance reviews	Workplace safety, career growth, diversity & inclusion
Suppliers & Partners	Ensure ethical, quality, and sustainable supply chain practices	Supplier audits, joint workshops, compliance reviews, vendor meetings	Ethical sourcing, quality standards, fair business practices
Communities	Address local needs, create shared value	CSR programs, local partnerships, outreach events, needs assessments	Education, health, sanitation, livelihood support
Regulators	Maintain compliance and uphold industry standards	Compliance filings, inspections, audits, industry forums, policy consultations	Legal compliance, environmental standards, certification
Investors & Shareholders	Build trust, demonstrate performance, share strategic outlook	Annual reports, AGMs, Quarterly Updates, Investor Calls	Business performance, governance, ESG progress
Technology Partners	Collaborate on innovation and efficiency improvements	Joint R&D Meetings, Pilot Projects, Technical Workshops	Technology Upgrades, Energy Efficiency, Process Innovation
Industrial Associations	Contribute to policy dialogue, learn from peers, drive industry best practices	Conferences, Working Groups, Networking Events	Advocacy, Industry Standards, Sustainability Leadership

Stakeholder management is the process of identifying, engaging, and maintaining relationships with individuals or groups that have an interest in or are affected by an organization's activities. These groups are called stakeholders, and they can influence or be influenced by a company's decisions, policies, or operations.

Stakeholder collaboration is another way of talking about stakeholder engagement, community engagement, and public participation. Your stakeholders are the people and groups impacted by and/or interested in your project or work - and those who have an influence on it.

Stakeholder collaboration means working with these people or groups to get their input on the project. Their involvement could include sharing feedback, offering skills, contributing knowledge, sharing resources, and more. It could mean working together towards the broader project goals, or sub-goals.

Materiality Assessments

Materiality forms the cornerstone of Danish Power's sustainability strategy, ensuring that the Company focuses on ESG issues of highest relevance to both the business and its stakeholders. For the inaugural Sustainability Report, the Company undertook a materiality assessment comprising:

- **Identifying potential ESG topics** based on global standards (GRI, UN SDGs, TCFD) and industry benchmarks.
- **Engaging with stakeholders** to gather input on priorities and expectations.
- **Evaluating business impact** and aligning with long-term strategic goals.

Key Material Topics

Environment

- Energy Efficiency
- Emissions reduction
- Greenhouse Gas (GHG) Emissions Reduction
- Waste Management & Circular Economy
- Resource Conservation
- Compliance with Environmental Laws
- Climate Change Adaptation & Resilience

Social

- Occupational Health & Safety
- Employee Development & Training
- Diversity, Equity & Inclusion (DEI)
- Human Rights & Fair Labor Practices
- Community Development
- Employee Engagement & Well-being

Governance

- Ethics, Compliance & Transparency
- Board Oversight & ESG Integration
- Risk Management & Business Continuity
- Supply Chain Sustainability
- Data Privacy & Cyber security
- Innovation & Technology Adoption

Note: These material topics are already being addressed through programs like workplace safety training (Occupational Health and Safety), women's tailoring programs (DEI & Community Development), and village-level sanitation initiatives (Resource Conservation and Human Rights).

Danish Power will review its stakeholder engagement process and materiality analysis annually to ensure ESG focus areas remain relevant and responsive to evolving market trends, regulatory requirements, and stakeholder expectations.

Sustainability Goals and Targets

Danish Power Limited is proud to embark on a transformative journey by setting ambitious sustainability targets that reaffirm its commitment to responsible growth. These targets span environmental, social, and governance priorities, driving climate action, fostering inclusive development, and upholding the highest standards of ethics and transparency. Through clear goals and measurable outcomes, Danish Power aims to create long-term value for stakeholders while contributing to a more sustainable and equitable future.

Environment Targets

2050
Achieve Net-Zero Emissions

50%
Reduce GHG Emissions by 2030

75%
Transition to renewable energy by 2030

2030
Achieve Water Positivity

75%
Ensure Recyclable or compostable packaging by 2030

Social Targets

10%
Achieve minimum workforce diversity ratio by 2030

30 Hrs
Provide a minimum hours of training per employee annually by 2028

100%
Roll out preventive healthcare initiatives, including medical camps, for a workforce.

100%
Impact assessment studies of the CSR funds

Governance Targets

100%
Formulation of Board Approved ESG Committee

100%
Achieve Board Diversity

Fully
Integrate double materiality assessments

75%
Ensure suppliers undergo ESG audits by 2030

Note: All quantifiable targets have been set with 2019 as the baseline year.



Sustainability goals inspire action to protect the planet and create a better future for all.

Awards and Recognitions




















Driven by purpose,
powered by people,
committed to progress.

Environment Stewardship



Mr. S. L. Mishra

At **Danish Power Limited**, long-term success is intrinsically linked to the well-being of the planet. Environmental stewardship is not an option, but a responsibility the Company proudly upholds. Its commitment is evident in every aspect of its operations: from reducing carbon emissions and optimising energy use, to conserving water resources and advancing circular economy practices.

By embracing renewable energy, designing eco-friendly products, and implementing sustainable manufacturing processes, Danish Power demonstrates that responsible corporate citizenship can coexist with innovation and growth. This is more than a strategy - it is a vision for a low-carbon, resource-efficient future where progress benefits not only stakeholders but also the environment we all depend on. Together, Danish Power is shaping an energy landscape where performance, responsibility, and sustainability align in harmony.

Key Highlights - FY 2024-25

32.42%
Total renewable electricity shares with a target to reach 50% by 2030

0.148 GJ
Energy intensity per turnover (reduced despite increased production)

19.9%
Water withdrawal reduction

- Scope 1 31.83 tCO_2e + Scope 2 739.42 tCO_2e = Total Scope 1 + 2 emissions 771.25 tCO_2e
- Water intensity per turnover 0.081 KL per million INR turnover
- Waste recovery rate 92.4% of total waste recycled
- Scrap metals diverted from landfill 100%

- Air quality compliance maintained, ambient and stack emissions well within regulatory limits through advanced filtration, cleaner fuels, and low-NOx technologies
- Sustainability innovation: first in India to achieve BIS certification for ester-filled transformers under IS 1180 Part 3, and transitioned to aluminium conductors to reduce resource dependency



Addressing Climate Change and Energy Management

At Danish Power, environmental stewardship is viewed not as a compliance requirement, but as a core business imperative and a catalyst for innovation. As a global supplier of high-performance transformers, Danish Power recognises that its operations are intrinsically linked to some of the planet's most urgent challenges - namely, climate change, resource scarcity and ecosystem preservation.

This understanding informs every decision the Company makes and every solution it delivers. Through circular-economy practices that extend the life of resources, GHG-reduction strategies that address climate impacts, and sustainable sourcing and eco-innovation embedded in its product design, Danish Power continues to advance responsible growth.

Danish Power integrates environmental responsibility into the core fabric of its business. As a leading player in the power equipment manufacturing sector, Danish Power's responsibility extends beyond the delivery of high-performance products. This responsibility encompasses measurable actions to reduce the Company's carbon footprint, enable clean energy transitions and promote innovations that align with a low-carbon economic framework.

Anchored in its vision to be recognised among the most trusted global companies, Danish Power integrates climate action into its broader business strategy through energy-efficient design, renewable energy adoption and circular economy practices.



Affordable and Clean Energy



Decent Work and Economic Growth

Energy Management & Efficiency

At Danish Power, energy is more than just a business input, it is a vital resource that must be managed wisely, efficiently and responsibly. As the Company expands production capacity to serve increasing global demand, it remains equally committed to reducing dependence on non-renewable sources and driving energy efficiency at every stage of the manufacturing process.

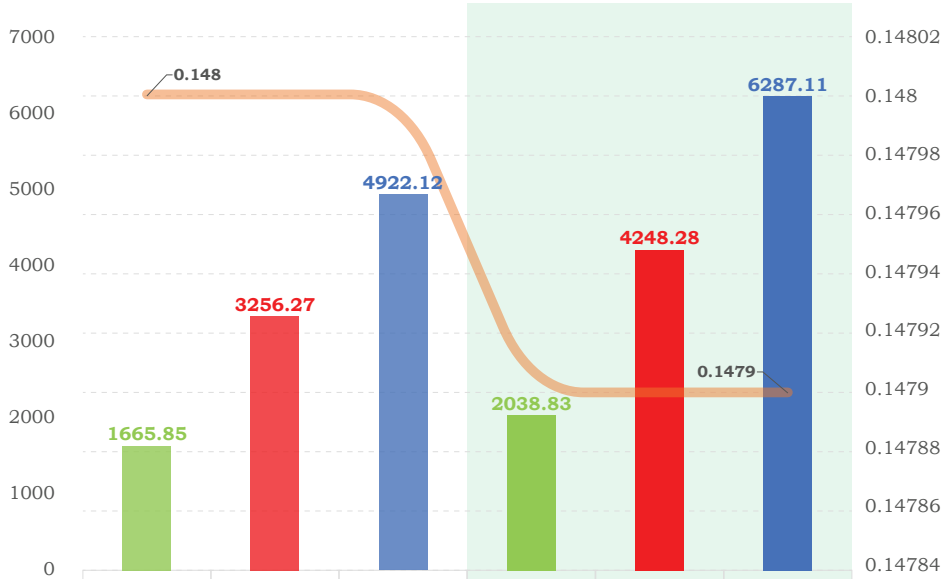
In FY 2024–25, total energy consumption rose by 21.71% compared to FY 2023–24, a direct result of higher production volumes. Despite this increase, the Company sustained operational efficiency through strategic interventions. 32% of electricity (2,038.83 GJ) was sourced from renewable energy, while the remaining 68% (4,248.28 GJ) was derived from non-renewable sources.

Importantly, energy intensity held steady at 0.1479 GJ per INR lakh turnover, slightly lower than the previous year's benchmark despite growth in operations. This improvement reflects the effectiveness of Danish Power's targeted efficiency measures, including upgraded testing equipment, optimised fuel usage and enhanced process controls, each contributing to a smarter, leaner and more sustainable energy footprint.

YoY Energy Consumption and Intensity FY 2024-25

Energy Mix (FY25)

- Renewable (32%)
- Non-Renewable (68%)



	Renewable FY 2023-24	Non-Renewable FY 2023-24	Total FY 2023-24	Renewable FY 2024-25	Non-Renewable FY 2024-25	Total FY 2024-25
Energy Value (GJ)	1665.85	3256.27	4922.12	2038.83	4248.28	6287.11
Energy Intensity (GJ / ₹ lakh)	0.148	0.148	0.148	0.1479	0.1479	0.1479

Note:

- *The data encompasses all operational sites and corporate office across the organization.*

Key Energy Conservation Initiatives

The progress in energy efficiency at Danish Power Limited stems from targeted initiatives aimed at optimising consumption across all operations. These measures are designed to enable data-driven energy control, promote smart automation, and support environmentally sound process improvements. Key initiatives include:

- **Installation of 400 KWP solar plants** to generate energy and reduce power consumption
- **Real-time energy monitoring** through strategically installed meters at major process points, enabling accurate measurement and control.
- **Daily energy tracking and analysis** of all major equipment, allowing rapid detection of inefficiencies and timely corrective actions.
- **Occupancy-based controls** such as motion sensors in washrooms, canteens, conference rooms and meeting areas to minimise idle energy use.
- **Variable Frequency Drives (VFDs)** installed on all EOT cranes and motor drives, along with VFD-based winding machines for consistent energy savings.
- **Energy-efficient insulation processing machines** that support high productivity while lowering the environmental footprint.
- **Fully automatic PLC and VFD-based foil winding machines** for precise process control, reduced energy consumption and improved product quality.

- **PLC-based Variable Control Drives (VCDs)** for ovening processes, enhancing productivity, process consistency and lowering power demand.
- **Thermal insulation of walls and roofs** to stabilise indoor temperatures and reduce HVAC energy load.

Each of these initiatives is aligned with Danish Power's commitment to responsible energy use, operational excellence and climate-conscious manufacturing practices.

Strategic Energy Outlook

Danish Power recognises that energy performance is a shared priority for its stakeholders, influencing operational costs, environmental impact, and long-term competitiveness. The Company's strategic priorities include expanding on-site renewable generation capacity to reduce reliance on the grid, and deploying advanced energy management systems for real-time monitoring and optimisation.

All initiatives are aligned with SDG 7: Affordable & Clean Energy and SDG 12: Responsible Consumption & Production, ensuring that growth is powered cleanly and efficiently. For stakeholders, this ensures that every megawatt consumed is tracked, optimised, and, where possible, sourced from renewable generation. This disciplined approach supports profitable and sustainable growth, reinforcing Danish Power's position as a responsible and

Greenhouse Gas (GHG) Management

At Danish Power, greenhouse gas (GHG) management is not solely an environmental responsibility but a strategic business priority. As a global manufacturer supplying products to over 30 countries, Danish Power's operations and offerings contribute significantly to enabling cleaner, more energy-efficient infrastructure across the world. Each tonne of carbon reduced is regarded as an investment in both planetary health and long-term business resilience.

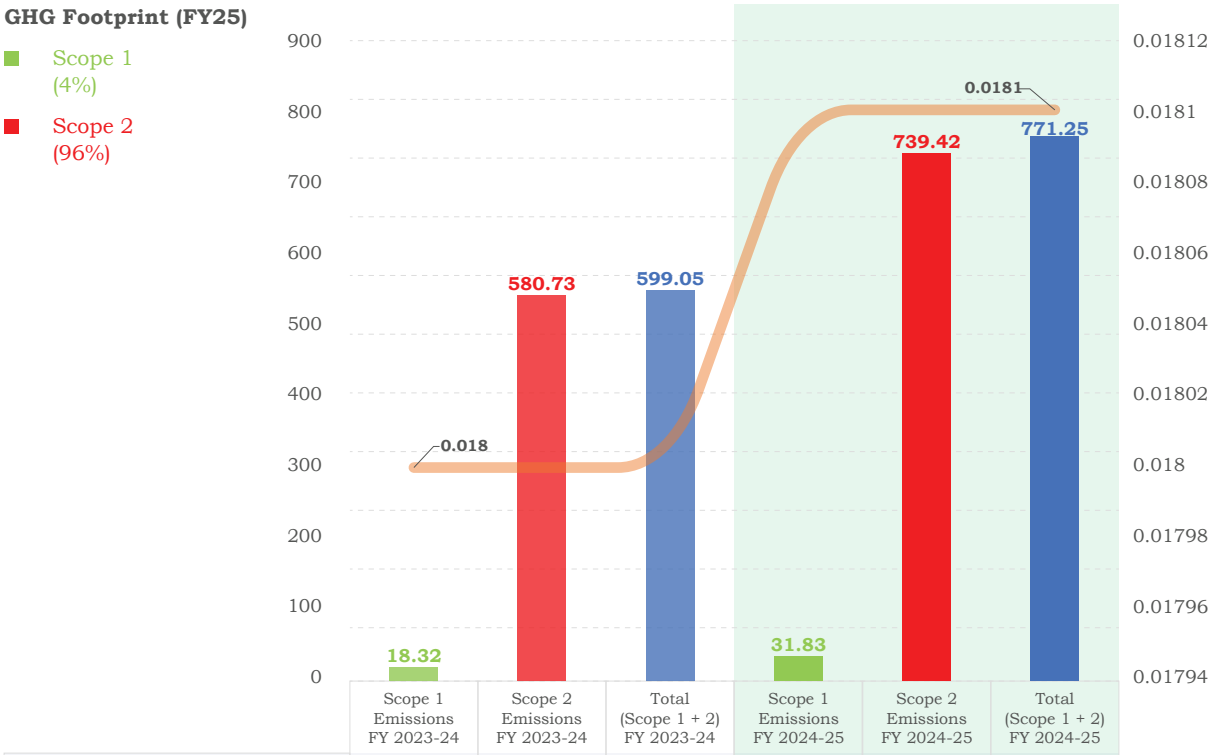
In FY 2024–25, Danish Power's total GHG emissions amounted to 771.25 tCO_2e, comprising Scope 1 (Direct) Emissions at 31.83 tCO_2e (FY 2023–24: 18.32 tCO_2e) and Scope 2 (Indirect) Emissions at 739.42 tCO_2e (FY 2023–24: 580.73 tCO_2e).

The increase in total emissions reflects the Company's expanded production capacity and the associated rise in energy demand to support growing global orders. Despite the higher absolute emissions, the emission intensity remained steady at 0.018 tCO_2e per INR 1 million turnover, underscoring improvements in operational efficiency, energy optimisation, and process refinement.

This outcome demonstrates Danish Power's ability to scale its business while maintaining climate-conscious practices, reinforcing its commitment to responsible growth and long-term sustainability.

> *Greenhouse gas management is about tracking, reducing, and responsibly handling emissions to protect the planet and ensure a sustainable future.*

YoY GHG Emissions and Intensity FY 2024-25



	Scope 1 Emissions FY 2023-24	Scope 2 Emissions FY 2023-24	Total (Scope 1 + 2) FY 2023-24	Scope 1 Emissions FY 2024-25	Scope 2 Emissions FY 2024-25	Total (Scope 1 + 2) FY 2024-25
Emission Value (tCO_2e)	18.32	580.73	599.05	31.83	739.42	771.25
Emission Intensity (tCO_2e / million ₹)	0.018	0.018	0.018	0.0181	0.0181	0.0181

Note:

- *The data encompasses all operational sites and corporate office across the organization.*

Decarbonization Roadmap

Danish Power is committed to adopting science-based targets to drive absolute emissions reduction across its operations. The Company aims to expand its efforts to include Scope 3 emissions accounting, enabling a more comprehensive understanding of supply chain and product lifecycle impacts.

To support these ambitions, Danish Power is integrating low-carbon technologies into its manufacturing and energy systems, ensuring each step of its value chain contributes to a lower emissions profile. This approach is fully aligned with SDG 13: Climate Action, embedding climate responsibility within its growth strategy to foster a low-carbon economy.

For stakeholders, this translates into continued delivery of world-class transformers with an ever-decreasing carbon footprint, demonstrating that market leadership and climate responsibility are not only compatible but essential partners in progress.

> *A decarbonization roadmap is a structured plan that guides organizations toward reducing carbon emissions and achieving a sustainable, low-carbon future.*

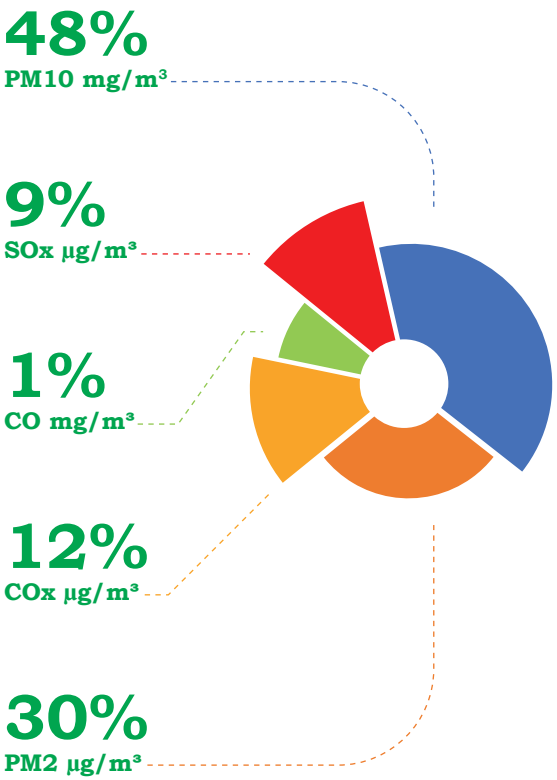
Air Quality Monitoring and Pollution Control

At Danish Power, clean air is considered fundamental to environmental protection, community health and sustainable industrial growth. Danish Power's air emissions management framework is built on strict regulatory compliance, continuous performance monitoring and proactive interventions. These measures aim to minimise the environmental footprint while maintaining operational excellence.

Ambient air quality and stack emission monitoring results for FY 2024–25 confirm compliance with the applicable regulatory limits prescribed by the Central Pollution Control Board (CPCB). All monitored parameters, including particulate matter (PM), oxides of nitrogen (NOx) and sulphur oxides (SOx), remained within permissible limits.

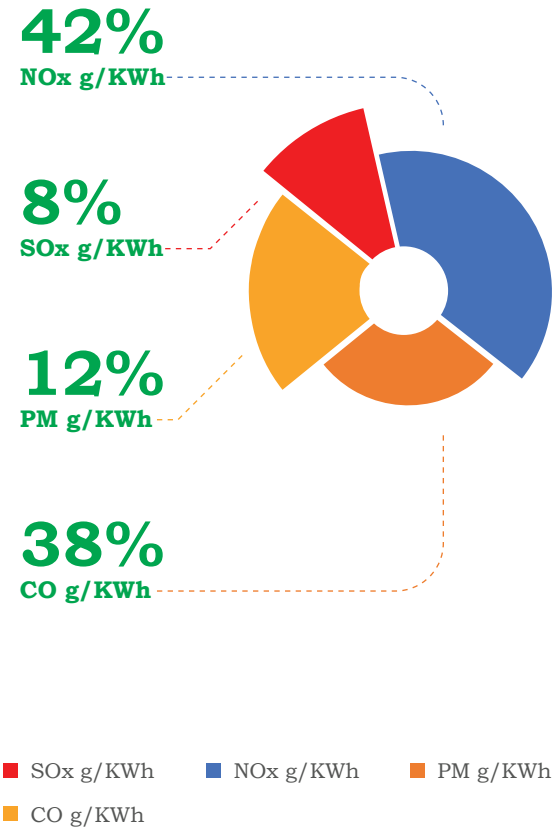
Ambient Air Emission

Routine monitoring confirms that the company's ambient air quality parameters remain significantly below the permissible limits, reflecting the effectiveness of the existing control measures.



Stack Emissions

The company's stack emissions are closely tracked to ensure operational efficiency and compliance. Common pollutants include particulate matter (PM), sulfur dioxide (SO_2), nitrogen oxides (NO_x), carbon monoxide (CO).



Strategic Interventions Driving Low Emissions

Danish Power has adopted low-NOx combustion systems to significantly reduce nitrogen oxide formation, installed advanced dust filtration technologies to curb particulate matter, and transitioned to cleaner fuels coupled with process optimisation to lower SOx and CO emissions. Preventive maintenance schedules ensure that all emission-control systems operate at peak efficiency, avoiding performance lapses.

Through the integration of advanced technology, rigorous monitoring and a culture of preventive action, Danish Power ensures that air quality management is not merely a compliance requirement but a core value. This approach strengthens stakeholder confidence, safeguards community health and aligns the Company's efforts with SDG 3 (Good Health & Well-being), SDG 11 (Sustainable Cities & Communities) and SDG 13 (Climate Action).

Water Consevation and Efficiency Measures

At Danish Power, water is more than a utility; it is a shared lifeline that sustains operations, empowers communities and nurtures ecosystems. As the Company expands its market presence and production capabilities, it remains steadfast in using water responsibly, efficiently and sustainably, with a clear vision to become a water-positive organisation.

In FY 2024–25, Danish Power's total water withdrawal was 3,446 kilolitres, marking a 19.90% reduction from 4,301 kilolitres in FY 2023–24.

This achievement was enabled by targeted efficiency measures, process optimisation and a strong commitment to reducing consumption despite increased production volumes.

The Company's water intensity per INR million turnover improved significantly from 0.12941 in FY 2023–24 to 0.08125 in FY 2024–25, reflecting not only operational excellence but also an embedded culture of conservation across all functions.



Clean Water and Sanitation

Water Discharge

In FY 2024–25, 80.00% of the total water withdrawn, amounting to 2,757 kilolitres, was treated and safely sent to the common treatment facility operated by MWC/RIICO. This reflects a reduction from 3,440 kilolitres in FY 2023–24. Danish Power ensures that 100.00% of wastewater is sent to the MWC Central Sewage Treatment Plant for complete treatment, where it is subsequently reused for greenbelt development and landscaping applications.

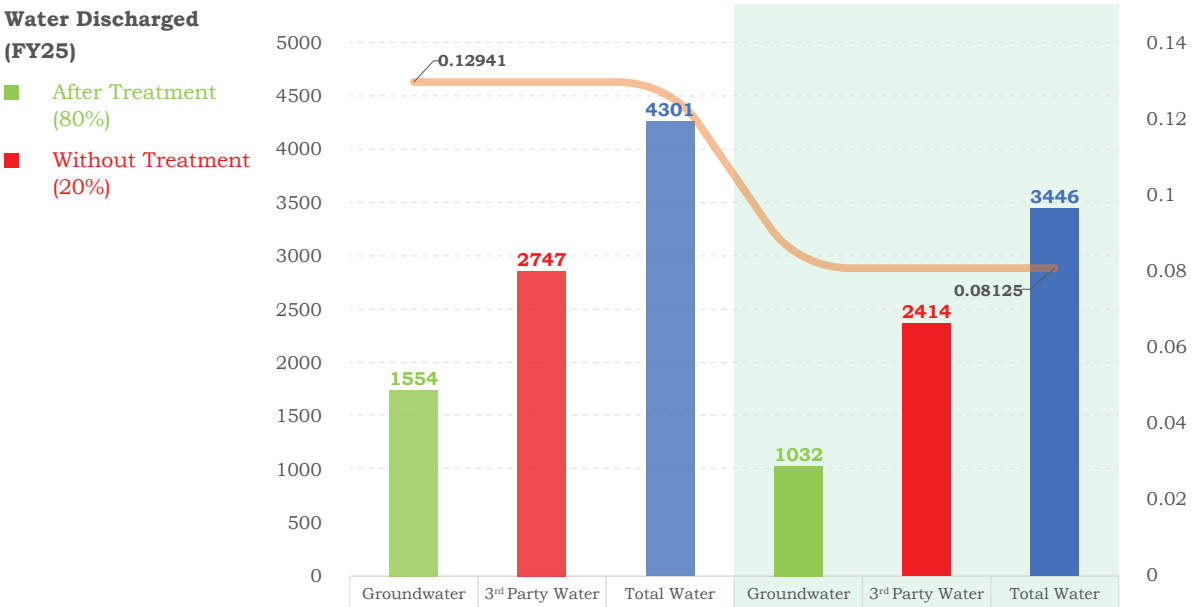
Strategic Actions Driving Water Efficiency

- **Adoption of water-efficient manufacturing processes** and preventive maintenance to eliminate leakages.
- **Maximised reuse and recycling** of water within our operations.
- **Employee-led awareness programs** promoting conservation in daily practices.
- **Collaboration with suppliers** to ensure water-conscious practices across our value chain.
- **Implementation of efficient water-use practices** to reduce freshwater dependency without compromising production output.
- **Continuous monitoring to ensure zero untreated discharge** to surface water, groundwater, or marine environments.

Our Water-Positive Vision

Danish Power is actively progressing towards a water-positive future. This journey is underpinned by three core strategies: reducing reliance on freshwater sources, investing in rainwater harvesting infrastructure and advanced recycling systems, and partnering with local communities to implement water restoration and recharge projects. For stakeholders, this signifies that every drop is accounted for and valued.

YoY Water Withdrawal and Intensity FY 2024-25



	Groundwater Withdrawal FY 2023-24	3rd Party Water Withdrawal FY 2023-24	Total Water Withdrawal FY 2023-24	Groundwater Withdrawal FY 2024-25	3rd Party Water Withdrawal FY 2024-25	Total Water Withdrawal FY 2024-25
Withdrawal Value (kL)	1554	2747	4301	1032	2414	3446
Intensity (kL / million ₹)	0.12941	0.12941	0.12941	0.08125	0.08125	0.08125

Note:

- *The data encompasses all operational sites and corporate office across the organization.*

Waste Management & Circular Economy Practices

At Danish Power, we see waste not as an inevitable by-product, but as a resource brimming with potential for recovery, reuse, and circularity. Guided by our commitment to UN SDG 12 – Responsible Consumption and Production and national waste management guidelines, we have embedded systematic waste segregation, recovery, and recycling practices into every stage of our operations. This approach enhances material efficiency, reduces our environmental footprint, and drives sustainable growth.

In FY 2024–25, our total waste generation was 42.132 metric tonnes, up from 28.318 metric tonnes in FY 2023–24, an increase driven primarily by higher operational volumes.

Importantly, our recovery efficiency has remained exemplary, with 92.4% of total waste (38.942 MT) being recycled in FY 2024–25, compared to 24.968 MT in FY 2023–24. This includes 100% diversion of scrap metals and recoverable materials from landfills, ensuring they are reintroduced into production cycles or repurposed for other sectors.

Our waste intensity per million INR turnover stood at 0.0099 MT in FY 2024–25, only marginally higher than 0.008534 MT in FY 2023–24, proving that business growth is being achieved without a proportional rise in waste generation. This reflects our strategic focus on decoupling economic growth from environmental impact.



Responsible Consumption and Production

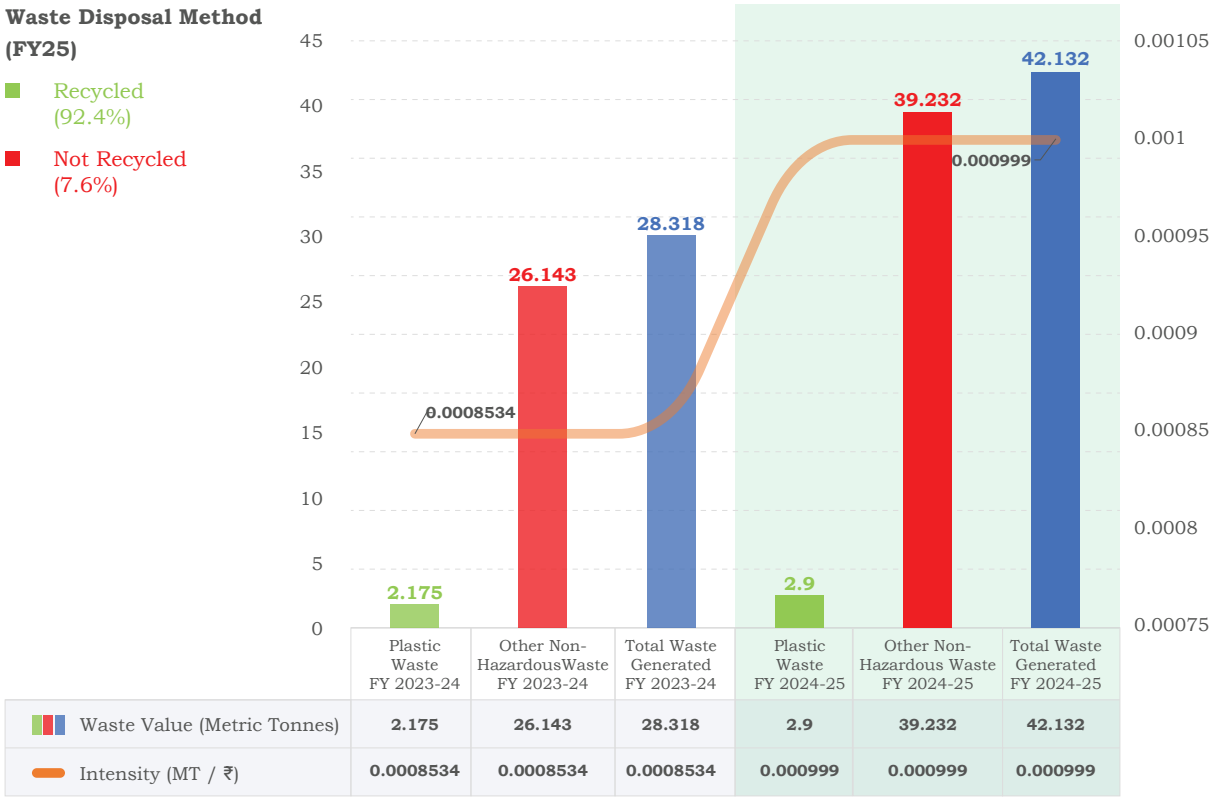
Key Enablers of Our Zero-Waste Vision

- **Advanced segregation systems** ensuring maximum recovery and minimal contamination.
- **Process optimisation** to prevent avoidable waste generation.
- **Supplier engagement programs** encouraging waste minimisation across the value chain.
- **Innovative recovery partnerships** to transform residual waste into valuable inputs for other industries.

At Danish Power, all waste streams are managed with a focus on recovery, reuse, and circularity. Metals such as mild steel, copper, and aluminum are segregated at source, consolidated at a central scrap yard, and sold exclusively to CPCB authorized recyclers. Plastic spools are returned entirely to suppliers for reuse, eliminating single-use plastic disposal, while all other plastic waste is sent to authorized recycling facilities to ensure complete material recovery. Wooden waste is fully repurposed for in-house packaging, avoiding external disposal, and wooden bobbins are 100% returned to suppliers for reuse.

These measures not only reduce landfill dependency but also close the loop on valuable materials reinforcing our commitment to responsible resource management.

YoY Waste Generation and Intensity FY 2024-25



	Plastic Waste FY 2023-24	Other Non-HazardousWaste FY 2023-24	Total Waste Generated FY 2023-24	Plastic Waste FY 2024-25	Other Non-Hazardous Waste FY 2024-25	Total Waste Generated FY 2024-25
Waste Value (Metric Tonnes)	2.175	26.143	28.318	2.9	39.232	42.132
Intensity (MT / ₹)	0.0008534	0.0008534	0.0008534	0.000999	0.000999	0.000999

Note:

- The data encompasses all operational sites and corporate office across the organization.

Pioneering Green Transformer Technology

In 2022, Danish Power Limited became the first company in India to receive a BIS (ISI) license for ester-filled transformers under the revised IS 1180 Part 3 standard - a landmark achievement setting new industry benchmarks for safety, efficiency, and environmental responsibility. Our ester-filled transformers use natural ester fluid that is biodegradable, non-toxic, and has a higher fire point compared to conventional mineral oil.

This not only reduces environmental risks and enhances fire safety but also extends insulation life, improves thermal performance, and significantly lowers the carbon footprint, positioning us at the forefront of the global shift towards green energy infrastructure. Beyond our operations, approximately 80% of our transformers are deployed in solar, wind, and other renewable energy projects, directly enabling the expansion of India's clean energy ecosystem.

Effective waste management and circular economy practices transform how we use resources minimizing waste, maximizing value, and creating sustainable solutions that benefit businesses, communities, and the planet for generations to come.

Product Stewardship

Life Cycle Assessment (LCA)

Danish Power has undertaken a comprehensive Life Cycle Assessment (LCA) for its Inverter Duty Transformers (IDTs) to evaluate environmental impacts across the product's entire lifespan, from raw material sourcing to end-of-life disposal. The assessment covers material composition, energy use, GHG emissions, transportation, operational efficiency, and recycling potential.

The LCA was conducted in accordance with ISO 14040 and ISO 14044 standards, following a cradle-to-grave approach.

The functional unit was defined as one inverter duty transformer (IDT) with a 30-year operational life. The system boundaries included raw material extraction, manufacturing, transport, installation, operation, maintenance, and end-of-life treatment.

Key assumptions included an average transportation distance of 500 km from manufacturing facility to site, electricity grid mix as per regional data, and end-of-life recycling rates in line with prevailing market recovery efficiencies.

Key Findings

- **Sustainable Materials** – IDTs are free from hazardous substances such as mercury, cadmium, CFCs, and flame retardants. Major components include recyclable steel (65%), copper/aluminium conductors (8.8%), degradable cellulose insulation (3.5%), and transformer mineral oil (22%).
- **GHG Emissions Across Stages** –
  - **Assembly**: 0.182 $MTCO_2e$ (mainly from coil winding and drying processes).
  - **Transportation (avg. 500 km)**: 0.947 $MTCO_2e$.
  - **Operation (30-year lifecycle with renewable energy source)**: Negligible direct emissions.
- **End-of-Life Recovery** – Approximately 74% of IDT content (steel, copper, aluminium) is recyclable. Transformer oil, a potential environmental hazard, is disposed of through authorised refurbishers in compliance with hazardous waste rules.
- **Circularity Potential** – Liquid-filled transformers allow up to 85% material recovery, reducing demand for virgin raw materials.

Danish Power mitigates environmental risks through strict handling and disposal procedures for transformer oil to prevent soil and water contamination, full compliance with hazardous waste regulations via authorized recyclers and refurbishers, and the adoption of green procurement principles to minimize upstream environmental impacts.

Insights from the Life Cycle Assessment (LCA) of its flagship product are embedded into product design, supplier engagement, and operational guidelines, ensuring reduced lifecycle emissions, enhanced recyclability, and safe end-of-life handling. This integrated approach strengthens resource efficiency, advances circular economy goals, and reinforces the Company's commitment to sustainable, responsible manufacturing.

Sustainable Materials Innovation

In a major step towards circular manufacturing, Danish Power has transitioned from copper conductors to aluminium conductors in transformer windings. Aluminium is more abundant, lighter and cost-effective. Through advanced engineering design, the Company has ensured high electrical performance without compromising efficiency or durability. This strategic shift reduces dependency on scarce resources and supports material circularity at scale. By embedding circular economy principles into its core business, Danish Power is not only reducing raw material costs and diverting waste from landfills, but also reinforcing its reputation as a sustainable, future-ready manufacturer in line with global ESG expectations.

Supplier Environmental Performance



Responsible Consumption and Production

At Danish Power, supplier environmental performance is a cornerstone of the broader sustainability and environmental stewardship framework. The Company views its supply chain not merely as a network of transactions, but as a strategic extension of its values, business and ESG commitments, directly influencing product quality, operational efficiency and the overall sustainability footprint.

Guided by the Supplier Code of Conduct and Green Procurement Policy, all supply-chain partners are held to the highest standards of ethical conduct, labour rights, workplace safety and environmental responsibility. This includes zero tolerance for corruption, forced or child labour or discrimination; lawful remuneration and humane treatment; safe and hazard-free working conditions; and responsible use of resources in full compliance with environmental laws.

The procurement approach goes beyond compliance, embedding sustainability considerations into every purchasing decision. Danish Power prioritises eco-friendly, energy-efficient and low-toxicity products, promotes local sourcing to reduce transport emissions, integrates recycled materials and applies the 4R principles – Reduce, Recover, Recycle and Reuse.

Environmental expectations from suppliers include the use of clean technologies, waste minimisation, authorised disposal of hazardous materials such as transformer mineral oil and optimisation of logistics to lower carbon impact. In FY 2024–25, these requirements were formally integrated into tender documents, purchase orders and contract terms for all major procurements. For products such as inverter duty transformers, supplier engagement extended to product stewardship touchpoints, including safe handling of mineral oil, material recyclability guidance and end-of-life recovery protocols.

Supplier accountability is ensured through structured onboarding, contractual clauses enforcing ESG commitments, periodic audits and site inspections, performance evaluations against clear sustainability benchmarks and corrective action measures for non-compliance, up to disengagement for persistent violations.

Beyond monitoring, Danish Power actively collaborates with suppliers, offering training, sharing best practices and co-developing solutions for cleaner technologies, efficient logistics and circular economy adoption.

Looking ahead, Danish Power aim to:

- **Conduct environmental screening** for all critical suppliers
- **Expand sustainability assessments** to 100% of our critical vendor base
- **Track and report** the percentage of suppliers meeting environmental criteria
- **Embed digital traceability tools** for supply chain transparency
- **Build partnerships** that create shared value for people, planet, and prosperity

By aligning supply chain management with international best practices and forward-looking ESG goals, Danish Power is creating a resilient, responsible and future-ready value chain. This ensures that every Danish Power product is world-class in performance and founded on ethics, responsibility and sustainability. Every initiative, whether it is a unit of energy saved, a drop of water reused or a kilogram of waste recycled, creates a positive ripple effect, driving both business growth and planetary well-being.

For full details of the governance, due diligence process, and supplier engagement approach, refer to the “Social Responsibility” and “Governance Excellence” sections.



We are dedicated to preserving natural resources for today & securing a healthier world for tomorrow.

Social Responsibility



Mr. Chandrabhan

At Danish Power Limited, the vision for social responsibility extends beyond mere compliance. It is grounded in the principle of compassion in action. Every initiative undertaken by the Company is anchored in the belief that empowering communities, nurturing talent, and protecting dignity are not only sound business practices but also moral imperatives.

Danish Power is dedicated to promoting diversity, equity, and inclusion across its workforce, ensuring that every employee feels valued, respected, and empowered to contribute their best. By supporting people, fostering equal opportunities, and uplifting surrounding communities, the Company aspires to create meaningful and lasting change that impacts lives today and builds opportunities for tomorrow.

Key Highlights - FY 2024-25

₹46.89 Lakh
CSR spend
(≥ 2% of average net profit)

100%
PPE coverage for relevant roles

99%
Healthcare beneficiaries from vulnerable or marginalised groups

- **300+ beneficiaries** reached directly through healthcare, education, livelihood, and environment programmes
- **0 fatalities, Zero recordable work-related injuries** (LTIFR = 0 for two consecutive years)
- **100%** of own operations screened for human rights risks
- **18 safety** and well-being training topics delivered; plant-wide fire drill and road safety events with full staff participation.
- **100% of employees** covered by formal grievance mechanisms (Whistle-blower, POSH).
- **Whistle-blower access extended to 100%** of supply chain partners.



Approach to Social Responsibility

At **Danish Power Limited**, the belief is that true and sustainable business growth is rooted in the well-being of people, including employees, partners, customers, and the communities served. The vision extends far beyond regulatory compliance. It is about shaping a workplace and a world where fairness, dignity, opportunity, and safety form the foundation of progress.

Guided by a robust framework of ethical, safety, people-centric, and community-focused policies, Danish Power fosters a culture that celebrates diversity, nurtures talent, and safeguards the rights and well-being of every individual in the value chain. From empowering women in leadership to upholding the highest occupational safety standards, from investing in skill development to uplifting communities through targeted CSR programmes, the social strategy is built to create shared value and enduring positive impact for all stakeholders.

Danish Power's approach to social responsibility is anchored in three core commitments:



People First Ethics

Championing respect, inclusion, equity, and empowerment in every interaction.



Saftey & Enabling Workplace

Cultivating a culture where safety is uncompromising and learning is continuous



Community Partnership

Leveraging our capabilities and resources to create lasting socio-economic impact.

Through these commitments, Danish Power is not only building a stronger company but is also contributing to a more equitable, inclusive, safe, and prosperous society. This effort is designed to leave a positive legacy that extends far beyond business outcomes.

Commitment to People

Employees form the backbone of Danish Power, and their passion and expertise are integral to the Company's success. Danish Power is committed to creating a workplace that values inclusivity, continuous learning, and genuine care, where every individual feels respected, empowered, and inspired to reach their full potential. Through opportunities for growth, open dialogue, and a culture of trust, the Company strives to ensure that its people thrive both professionally and personally.

The Human Resource Development (HRD) agenda at Danish Power is focused on strengthening workforce capabilities in a rapidly evolving power sector, particularly in renewable energy, automation, and digitalisation. The Company undertook targeted training in technical areas, leadership, and cross-functional skills. Special emphasis was placed on health and safety training, and programmes promoting environmental responsibility, team building, and DEI.

People are viewed not merely as a workforce but as co-creators of the Company's vision. Danish Power invests in their growth, protects their well-being, and engages them meaningfully, recognising that their passion, skills, and dedication fuel innovation, resilience, and long-term success.

Diversity, Inclusion and Equity (DEI)

At **Danish Power**, diversity is viewed not as a compliance requirement but as a strategic enabler of innovation, resilience, and long-term value creation. Diverse teams are seen as catalysts for bringing richer perspectives, challenging conventional thinking, and enhancing decision-making, which are qualities essential in a rapidly evolving energy sector. The Company is committed to embedding equal opportunity, inclusion, and respectful conduct at every organisational level.



Gender Equality



Reduced Inequalities

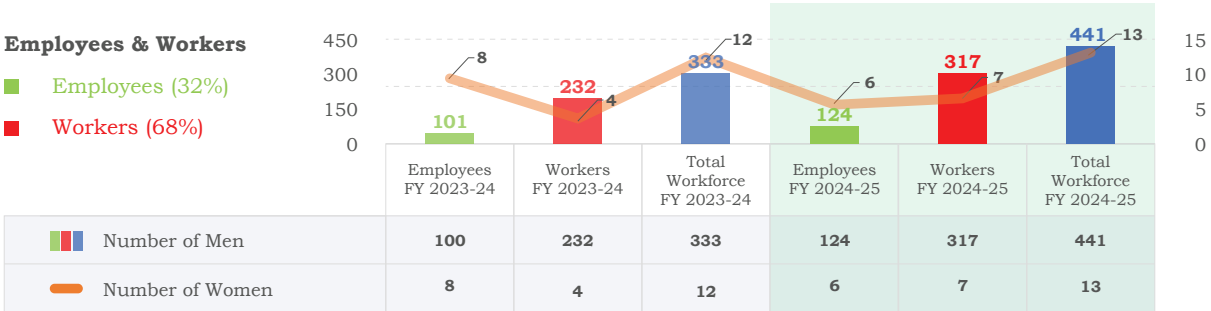
Key policy commitments

- **Equal opportunity (Human Resources) Policy** – Guarantees merit-based recruitment and fosters a workplace free from discrimination.
- **Fair employment (Labour & Ethics) Policy** – Ensures ethical and fair practices are upheld for both permanent and contractual staff.
- **Respectful place (Prevention of Sexual Harassment (POSH)) Policy** – Provides clear mechanisms for awareness, prevention, and redressal of sexual harassment.
- **Board Diversity Policy** – Guides balanced representation and inclusive composition at the leadership level.

Initiatives that support this commitment include gender-neutral recruitment protocols, unconscious bias sensitisation for hiring managers, & flexible work arrangements designed to increase participation, retention, and progression of women professionals. For Danish Power, gender diversity extends beyond numerical representation, it is about cultivating a workplace culture where every individual feels respected, empowered, and heard.

Workforce Composition

The workforce of Danish Power Limited reflects the scale and diversity of its operations and manufacturing footprint. Gender representation is tracked across employees and workers to inform diversity and inclusion strategies.



	Employees FY 2023-24	Workers FY 2023-24	Total Workforce FY 2023-24	Employees FY 2024-25	Workers FY 2024-25	Total Workforce FY 2024-25
Number of Men	100	232	333	124	317	441
Number of Women	8	4	12	6	7	13

While representation of women in operational and technical roles remains a focus area, Danish Power remains committed to equal opportunity, non-discrimination, and merit-based progression. The Company is pursuing targeted recruitment for operational, engineering, and technical functions, deploying skill development programmes for women in manufacturing, and upgrading workplace infrastructure with gender-sensitive provisions to enable broader participation. Awareness and sensitisation sessions are conducted regularly to embed a culture of respect, inclusion, and equality. As of 31st March 2025, Danish Power employed 454 individuals on its rolls in total and 44 persons as contract workers. Through close monitoring of YoY trends and expanded opportunities across all job levels, Danish Power aims to build a workforce reflective of industry needs and community diversity.

Other Workforce Metrics & Employment Equity

Turnover Rates

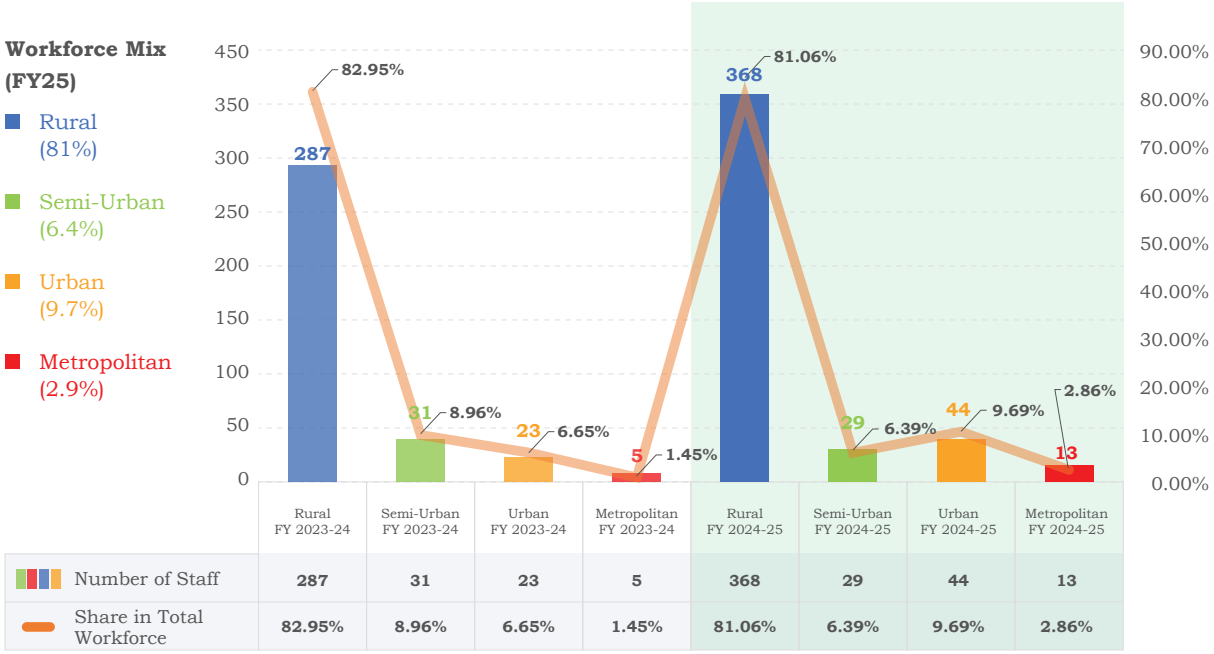
Employee retention is critical to maintaining continuity of skills, experience, and organizational culture. Danish Power track turnover rates by gender to identify trends and shape engagement and development programs. The higher turnover rate among women has prompted initiatives such as flexible working, mentorship, and enhanced progression pathways. Danish Power's retention efforts are aligned with the broader objective of sustaining institutional knowledge and culture. In FY 2024–25, the voluntary turnover rate stood at 0.1656%.

Pay-equity indicator

Danish Power is committed to fair pay practices that ensure employees and workers are compensated equitably for their contributions. The indicator below shows the distribution of aggregate payroll between women and the overall workforce, with year-on-year comparison. The median remuneration of employees increased by 8.03% YoY in FY 2024–25. The average increase in salaries for employees other than managerial personnel was 16.80%, compared to 9.80% for managerial personnel. While the overall proportion of wages paid to women reflects the current gender composition of our workforce, Danish Power is actively working to increase women's participation across all levels, which will support more balanced wage distribution in the future.

Local Employment Footprint

Danish Power contribute significantly to employment generation in smaller towns and rural areas, creating opportunities close to home for local talent. The chart below reflects the Company's workforce distribution by location category, combining permanent and non-permanent employees and workers.



Danish Power's workforce is predominantly based in rural areas, reflecting its manufacturing presence and contributing to local economic development. The Company complement this with semi-urban, urban, and metropolitan roles to strengthen operational reach and market presence.

Embedding Inclusion in Our Culture

At Danish Power, inclusion is not an initiative – it is an everyday practice woven into the way the Company lead, hire, develop, and engage our people. the Company recognize that diversity alone is not enough; it must be supported by systems, behaviors, and opportunities that enable everyone to contribute and thrive. From governance structures at the Board level to day-to-day workplace practices, the Company integrate inclusion into every decision, ensuring that respect, fairness, and equal opportunity are part of our organizational DNA.

The Company's commitment begins with strong governance and oversight. The Policy on Diversity of Board of Directors anchors our diversity expectations at the highest level, with implementation overseen by Board committees such as Audit/Risk, NRC, Stakeholder Relationship, and CSR/ESG. Committee roles and compositions are transparently documented, and Board/KMP disclosures clearly reflect representation at the top tiers. Danish Power also embed inclusion deeply into its people systems. The Company's HR Policy formalises equal opportunity, merit-based hiring and progression, and non-discrimination, while the Labour & Ethics Policy sets fair employment expectations for both employees and workers. These policies ensure that inclusive practices are consistently applied across corporate offices, manufacturing sites, and the extended value chain.

A respectful workplace is a cornerstone of Danish Power's culture, underpinned by its POSH Policy, which clearly defines prevention, awareness, and grievance redressal mechanisms. This is reinforced through targeted training on labour ethics, business integrity, stress management, ergonomics, and workplace safety – integrated into broader HR and safety communications to build both awareness and practical skills.

Talent Retention, Engagement & Development

At **Danish Power**, our people strategy is built on a core belief – when employees feel valued, safe, and empowered to grow, the organisation thrives. Guided by the Company's HR Policy Manual, it upholds diversity, equal opportunity, transparent communication, and safe working conditions. This framework covers the entire employee lifecycle, from recruitment and probation to performance management, capability building, and benefits, ensuring that its workplace remains fair, respectful, and growth-oriented.

The Company's Code of Business Conduct reinforces dignity, merit-based decisions, and zero tolerance for discrimination or harassment, while the POSH Policy provides clear procedures for prevention, redressal, and awareness.



Decent Work and Economic Growth

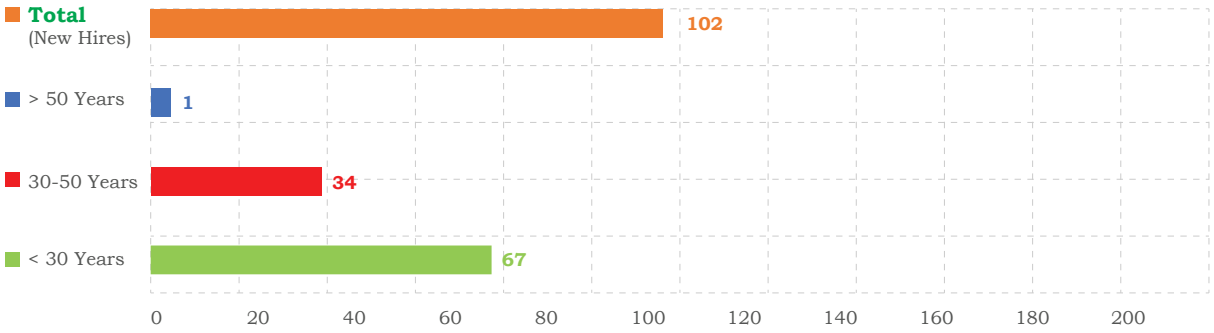
Key policy commitments

- **Equal opportunity and dignity at work** – All employment decisions are merit-based, with a commitment to a harassment-free workplace.
- **Employee development and performance** – Structured career growth through targeted capability building and performance reviews.
- **Freedom to join associations and fair practices** – Recognition of employee participation, fair grievance handling, and transparent disciplinary processes.

In FY 2024–25, recruitment was strategically weighted towards early-career professionals, with 66% of new hires (67 of 102) under the age of 30, 33% (34 hires) in the 30–50 years category, and 1% (1 hire) above 50 years. This balanced intake strengthens the Company's long-term talent pipeline, brings in fresh perspectives, and ensures robust on-the-job learning, while also leveraging the expertise of experienced professionals.

Recruitment in FY 2024–25 was weighted towards early-career professionals (<30 years), strengthening the Company's talent pipeline and enabling robust on-the-job learning.

Number of New Hires



Training & Skills Development

In FY 2024–25, Danish Power delivered a total of 2,949 hours of structured training through 29 formal training programs covering diverse topics such as Occupational Safety, Quality Control, Time Management, and Mental Well-being. These sessions were conducted by both internal and external experts, focusing on practical and strategic themes including PPE usage, fire and electrical safety, 5S methodology, and transformer earthing.

Of the total training hours, 1,576 hours were dedicated to employees and 1,373 hours to workers, averaging 8 hours per employee and 3.5 hours per worker – reflecting Danish Power's strong commitment to continuous learning, safety, and capability-building across all levels of the workforce. The company also emphasized technical upskilling, compliance, leadership development, and ethics through its learning and development initiatives.

Workforce Training Metrics



	Total Headcount	Total Training Hours	Avg. Hours Per Person	No. of Person Trained
Employees	130	1,576	8	197
Workers	324	1,373	3.5	387

Engagement & development

While Danish Power has a strong policy framework for capability building, future disclosures will include quantified metrics such as training coverage, average training hours per employee, share of workforce receiving performance reviews, and engagement survey outcomes – enhancing transparency and tracking progress over time.

How Capability Building is Embedded in Practice

- **Policy-led learning framework** – The HR Policy and POSH Policy set clear expectations for skill enhancement, performance evaluation, and respectful workplace conduct.
- **Ethics & conduct training** – The Code of Business Conduct forms the basis for regular awareness sessions on non-discrimination, harassment prevention, and fair dealing.
- **Safety-integrated learning** – Routine safety drills, including fire mock drills with improvement tracking, ensure that preparedness and risk awareness are part of everyday work culture.

By combining structured policies with consistent on-ground training, Danish Power fosters an engaged, capable, and safety-conscious workforce ready to meet evolving business and industry demands.

Occupational Health and Safety

At **Danish Power**, the health, safety, and well-being of its people are core to the organisational ethos and integral to operational excellence. The Company goes beyond compliance, embedding safety principles into every process and workplace interaction so that every employee, contractor, and visitor returns home safely, every day. The Company's Occupational Health & Safety (OHS) framework is anchored in three core pillars – removing hazards, reducing risks, and protecting from danger. The Company see a safe and healthy workplace as the foundation for productivity, innovation, and sustainable value creation.



Good Health And Well-Being



Decent Work and Economic Growth

Guided by The Company's Health & Safety Policy Manual and aligned with the Indian Factories Act, 1948, its approach combines structured procedures with a strong safety culture. The policy defines *"requirements for hazard identification, first aid readiness, fire safety preparedness, safe lifting/handling practices, and clear allocation of responsibilities to safety officers and functional heads"*. Complementary HR and Labour & Ethics policies reinforce commitments to safe working conditions and fair employment for both employees and workers.

OHS governance is strengthened through formal committees, documented reporting lines, and incident reporting mechanisms under the Whistle-blower Policy. Risk oversight is integrated within the organisation's Risk Management Policy, ensuring Board and Risk Committee engagement in identifying, mitigating, and reviewing workplace safety risks.

Policy Framework in Action

- **Health & Safety Manual** – First aid protocols, fire safety training, safe lifting/handling, defined roles for safety officers and functional heads.
- **HR & Labour & Ethics Policies** – Commitments to safe working conditions, fair employment, and grievance/discipline processes.
- **POSH Policy** – Respectful workplace standards and psychosocial safety measures that contribute to overall well-being.
- **Whistle-blower Policy** – Protected, confidential channel for raising safety-related concerns.
- **Risk Management Policy** – Board/Risk Committee oversight on hazard identification, risk mitigation, and periodic safety reviews.

For the second consecutive year, Danish Power achieved zero reportable injuries, zero fatalities, and zero high-consequence incidents, demonstrating the effectiveness of its safety culture and preventive systems.

Proactive Health Monitoring

Proactive health monitoring is a key element of our OHS programme. The Company conduct periodic medical assessments tailored to job profiles, exposure risks, and employee demographics:

Employee Group	Check-Up Type	Frequency	Delivery
Painting Department	Lung function test	Annual	Partner hospitals
Welding Department	Eye examination	Annual	Partner hospitals
Employees ≥ 45 years	Eye examination	Annual	ESI hospitals / Registered
ESI-Covered Employees	Full medical check-up	Annual	hospitals
Non-ESI Employees	Eye check-up	Annual	ESI hospitals

Safety in Action – Key Highlights

Focus Area	Initiatives	Impact
PPE Compliance	Helmets, goggles, gloves, safety shoes & belts issued based on role	100% PPE coverage
Fire Safety	Training & drills, equipment inspection, evacuation plans	Zero fire incidents
Safe Handling	Training on lifting techniques, crane operation	Reduced manual handling injuries
Workplace Safety	Hazard identification boards, safety audits every 3 months	Early risk mitigation
Incident Response	Immediate reporting & corrective action protocol	Faster resolution, reduced recurrence

Safety Training & Awareness

In FY 2024–25, Danish Power Limited organized a series of focused training sessions aimed at strengthening the occupational health and safety (OHS) culture across all departments.

A total of 503 employees participated in 18 training programs, covering crucial topics such as fire safety, emergency preparedness, road safety, PPE usage, mental health, and ergonomic safety. These initiatives reflect our commitment to safeguarding the well-being of our workforce and fostering a safe, compliant, and responsive workplace environment.

Training Calendar - Key Highlights

Training Program	Date	Number of Participants	Total Number of Training Hours
Waste Management	08-Apr-2024	8	54
Energy Saving	06-May-2024	9	57
Work height safety	10-Jun-2024	7	26
Use of PPE	08-Jul-2024	8	24
Mock drill & Fir Safety	26-Jul-2024	100	425
Stress Management	0-Aug-2024	8	56
Fire and Electrical Safety	12-Sep-2024	8	59
Physio therapy & Body awareness	14-Sep-2024	55	260
Road Safety	20-Sep-2024	135	660
Mock drill & Fire Safety	14-Oct-2024	48	232
Labour, Ethics, Business Integrity, Code of conduct	22-Oct-2024	30	228
Re-use, Reduce & Recycle	13-Nov-2024	8	44
IMS awareness & Safety	29-Nov-2024	10	80
Waste Management	18-Dec-2024	8	64
Work place injuries & First-aid	09-Jan-2025	8	34
Fire Mock-drill	28-Jan-2025	37	188
Dusting Proction	13-Feb-2025	8	16
Time Management	26-Mar-2025	8	64
Total		**503**	**2571**

Human Rights Due Diligence in Own Operations

In line with Danish Power's commitment to upholding universal human rights, the Company conducted a screening of its own operations for risks related to forced labour, child labour, and freedom of association. No incidents of human rights violations were identified in FY 2024–25. All employees and workers, including contract staff, have access to grievance mechanisms and can raise concerns confidentially under the Company's Whistle-blower Policy.

Upholding Human Rights

At **Danish Power**, respect for human rights is a non-negotiable principle that underpins operations, governance, and stakeholder relationships. The Company is committed to upholding the Universal Declaration of Human

Rights, the International Labour Organization (ILO) Core Conventions, and applicable national laws. During the reporting year, all Danish Power facilities underwent internal human rights screening as part of ESG and compliance audits. The review confirmed that operations are free from incidents of forced or child labour, and that policies and procedures are in place to prevent discrimination, harassment, and unsafe working conditions. Employee awareness of grievance redressal channels, including the Whistle-blower Policy and POSH Policy, was reinforced through ongoing training sessions.



Decent Work and Economic Growth



Reduced Inequalities

Recognising that the supply chain can present heightened human rights risks, Danish Power is expanding its focus in the coming year to include formal supplier human rights due diligence. By systematically extending human rights due diligence into the supply chain, the Company will strengthen risk management, protect vulnerable workers, and align with global best practices for responsible business conduct. This proactive approach will also position Danish Power to meet emerging regulatory and stakeholder expectations on human rights performance.

Supply Chain Social Responsibility

At **Danish Power**, the supply chain is regarded as a strategic extension of the business, influencing product quality, operational efficiency, and sustainability performance. The Company expects its suppliers to align with its commitments to human rights, ethical conduct, workplace safety, and environmental responsibility.

This expectation is formalised through the Supplier Code of Conduct (SCoC) and the Green Procurement Policy. The SCoC defines requirements relating to labour rights, health and safety, environmental stewardship, and business ethics. Complementing this, the Green Procurement Policy integrates social and environmental considerations into sourcing decisions, promoting low-toxicity, energy-efficient inputs, local procurement, and optimised logistics.



Responsible Consumption And Production

Suppliers are required to confirm compliance, maintain appropriate governance systems, and demonstrate ongoing improvements aligned with these standards. Danish Power's approach goes beyond contractual enforcement. Suppliers and contractors are granted access to the Audit Committee via the Whistle-Blower Policy. Contractors also receive product stewardship guidance including proper handling of mineral oil in inverter duty transformers, end-of-life recyclability, and authorised disposal to ensure responsible practices across the entire product lifecycle.

Key Supplier Requirements

- **Human Rights & Labour** – No forced or child labour; fair treatment and non-discrimination; dignity for all workers.
- **Health & Safety** – Maintain safe working conditions and proactive hazard management.
- **Environmental Responsibility** – Prefer eco-friendly, low-toxicity materials; adopt clean technologies; implement 4R principles (Reduce, Recover, Recycle, Reuse).
- **Business Ethics** – Zero tolerance for corruption; full compliance with laws; whistle-blower access.
- **Management Systems** – Establish and review governance systems to sustain compliance and improvement.

Supplier Engagement and Compliance Progress

- **SCoC and Green Procurement Policy** were operationalised across the supplier base.
- **Whistle-blower access** was extended to all supply-chain partners.
- **Product stewardship requirements** were communicated to contractors.
- **No supplier-related grievances** were reported.

Community Deveoplement

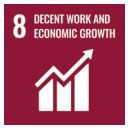
At **Danish Power**, Corporate Social Responsibility is not an obligation. It is a Board-driven priority woven into the decision-making fabric and backed by a robust governance framework that ensures every initiative translates into tangible, lasting change. Meaningful community engagement demands clarity, accountability, and transparency at every stage, from policy formulation to project execution and impact measurement.



No Poverty



Quality Education



Decent Work and Economic Growth



Sustainable Cities And Communities

CSR governance is anchored at the highest level. The Board of Directors and the CSR Committee set the strategic direction, approve projects, and review outcomes in full compliance with Section 135 of the Companies Act, 2013 and Schedule VII.

The CSR Policy defines the vision, focus areas, and ethical boundaries, while the CSR Manual translates this vision into structured actions, including needs assessments, partner due

diligence, budget allocation, and systematic monitoring. Every project is selected for its impact-first potential, ensuring that community needs drive the agenda, aligned with four thematic pillars – Water & Sanitation, Education & Skill Development, Health & Environment, and Social Upliftment. Progress is monitored through milestone-based reviews, impact assessments, and transparent annual disclosures in the CSR Report and statutory filings. This approach ensures that stakeholders not only see where investments are made, but also the difference created.

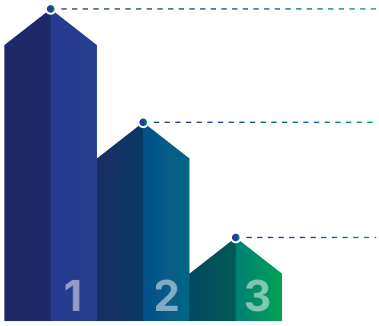
Focus Areas of Community Engagement

Danish Power's community development strategy is rooted in four thematic pillars that address critical societal needs and align with the UN Sustainable Development Goals:

- **Water & Sanitation (SDG 3 and SDG 6)** – Expanding access to safe drinking water, improving sanitation facilities, and promoting hygiene awareness to safeguard health.
- **Education & Skill Development (SDG 4, SDG 5 and SDG 8)** – Supporting quality education, vocational training, and employability opportunities for children, women, and youth.
- **Health & Environment (SDG 3, SDG 13 and SDG 15)** – Promoting preventive healthcare, nutrition awareness, and environmental stewardship to build climate-resilient communities.
- **Social Upliftment (SDG 1, SDG 10 and SDG 11)** – Empowering marginalised groups, fostering sustainable livelihoods, and strengthening local institutions for long-term resilience.

The Company's initiatives span across healthcare camps, environmental awareness drives, skill-building workshops, infrastructure development, and contributions to relief efforts – ensuring that every rupee invested delivers measurable, equitable, and lasting social impact.

CSR Governance Structure



Board of Directors
Approves CSR Policy, programmes, and budget; ensures compliance with statutory 2% CSR spend; reviews performance and outcomes.

CSR Core Committee
Provides strategic direction, selects focus areas and programmes, allocates budgets, and reviews progress periodically.

CSR Task Force
Identifies projects, manages day-to-day implementation, monitors on-ground outcomes, and engages employees and community partners.

Name of the Member	Designation	Nature of Directorship	No. of Meeting held/attended
Mr. Shivam Talwar	Chairman	Executive Director	1 / 1
Mr. Surendra Singh Bhandari	Member	Non-Executive Independent Director	1 / 1
Mrs. Puneet Sandhu Talwar	Member	Executive Director	1 / 1

Flagship CSR Initiatives

Danish Power's flagship community programmes reflect our philosophy of inclusive, participatory development:

- **Child Sponsorship at SOS Children's Village** – Supporting education, shelter, and holistic care for children without parental support.
- **Entrepreneurship Workshops for Women** – Building financial independence and market-ready skills among underprivileged women.
- **Sanitation Infrastructure for Girls** – Constructing new washrooms in underserved schools to promote hygiene and reduce dropout rates.

Each initiative is implemented through credible, Schedule VII-compliant NGO partners, with rigorous due diligence and on-ground monitoring by the Company's CSR Task Forces.

CSR Outcomes and Community Impact

During FY 2024–25, Danish Power's CSR projects touched lives across diverse communities, with a strong emphasis on vulnerable and marginalised groups.

- **Healthcare initiatives reached 200 individuals**, 99% from vulnerable backgrounds, through preventive health camps and awareness programmes.
- **Environmental sustainability and skill-building programmes** engaged 100 participants, equipping them with green livelihood skills and environmental stewardship practices.
- **Education and livelihood enhancement projects** focused on improving employability and resilience among youth and women.
- **Housing rehabilitation efforts** restored dignity and safety for families in need, while contributions to the Prime Minister's National Relief Fund addressed urgent national priorities.



- Tree Plantation Drive — 124 New Trees For a Greener Tomorrow
- Sanskriti from SOS Children's Village, Jaipur
- Sponsorship of 8 children for a year of the SOS Children's Village
- Aspiring entrepreneurs workshop for underprivileged women at Kanota
- An enriching workshop through I create by Danish Power Limited
- Aspiring entrepreneurs workshop for underprivileged women at Bassi
- Aspiring entrepreneurs workshop for underprivileged women at Chak
- New washrooms built in Government School

In total, more than 300 individuals directly benefited from Danish Power's CSR activities during the year. Importantly, the company has begun shifting from output-based reporting to measuring long-term outcomes – an essential step in ensuring the true effectiveness of its programmes. For instance, after constructing sanitation facilities for girls in underserved schools, the company observed an increase in school attendance among adolescent girls within just six months. Similarly, women trained in entrepreneurship workshops went on to start their own income-generating activities. These outcomes have become valuable indicators that guide future CSR planning and help identify which projects can be scaled or replicated for greater impact.

All CSR initiatives during FY 2024–25 were implemented in Jaipur, Rajasthan, and aligned with Schedule VII of the Companies Act. Among the key projects were the construction of a hostel for underprivileged boys, the distribution of eight laptops to promote digital literacy among disadvantaged students, and several initiatives focused on preventive healthcare.

The company allocated a total of INR 46.89 lakh towards CSR in FY 2024–25, with every rupee spent in accordance with statutory obligations and the principles outlined in Danish Power's CSR Policy. However, due to certain unavoidable circumstances, INR 1.63 lakh remained unspent by the end of the financial year. This amount was responsibly transferred to the Prime Minister's National Relief Fund in full compliance with Section 135(6) of the Companies Act, 2013.

Name of the Project / Activity	Schedule VII Activity	Location of the Project	Amount Spent	Impact Achieved
Education, healthcare activities and reconstruction of schools providing education to underprivileged children's	Promoting education and livelihood enhancement	Jaipur, Rajasthan	₹ 0.67 Lakhs	200 individuals benefited through preventive health care and educational services
Repair and Maintenance work for family homes	Rehabilitation and reconstruction activities	Jaipur, Rajasthan	₹ 2.00 Lakhs	Improved living conditions for 100% of vulnerable residents in supported homes
Provided steel benches for dinner to underprivileged children's	Promoting health care including preventive health care	Jaipur, Rajasthan	₹ 3.42 Lakhs	Better hygiene and seating for 200+ children during meals, supporting dignity and comfort
For Healthcare and well-being	Promoting health care including preventive health care	Jaipur, Rajasthan	₹ 5.00 Lakhs	Preventive care services provided for vulnerable and marginalised groups
CSR funding to Bal Sambhal Bal Vikas Avam Anusandhan Sansthan for construction of 2 additional rooms for Boys Hostel for the residence of underprivileged Children's	Promoting health care including preventive health care	Jaipur, Rajasthan	₹ 15.00 Lakhs	Safe accommodation ensured for underprivileged children; dignity and protection enhanced
Distribution of 12th Generation 8 Desktops to enhance vocational skills	Promoting Educational Activities	Jaipur, Rajasthan	₹ 4.65 Lakhs	Vocational skills enhanced for 100+ students through digital access

Name of the Project / Activity	Schedule VII Activity	Location of the Project	Amount Spent 0	Impact Achieved
Promoting Sustainable Development Programme by organising Awareness Programme and Skill development Programmes for using Solar Power	Sustainable Development Activities	Jaipur, Rajasthan	₹ 13.50 Lakhs	100% participation in solar awareness and skill programs, promoting sustainability learning
Plantation of 3000 mid-size plants, irrigation management (pipes fitting work), and plantation of 500 mid–size plants at other local area	Environmental Sustainability	Jaipur, Rajasthan	₹ 0.68 Lakhs	Greening of institutional premises; biodiversity enhancement Leadership
Making Available Safe Drinking Water Facility at College	Promoting health care including preventive health care	Jaipur, Rajasthan	₹ 0.32 Lakhs	Clean drinking water access provided to college students and faculty
Contribution to Prime Minister's National Relief Fund (PMNRF)	N.A.	N.A.	₹ 1.63 Lakhs	National emergency support contributed during FY 2024–25
Total CSR spend (FY 2024–25)	—	—	**₹ 46.89 Lakhs**	**Total CSR spend (FY 2024–25)**



Sustainability for us means safer workplaces, inclusive growth, and thriving communities.

Governance Excellence



Ms. Puneet S. Talwar
Executive Director

At **Danish Power Limited**, we believe that good governance is not just about compliance, it is about character. It is the foundation of the trust we share with our stakeholders and the compass that guides every business decision we make. For us, governance means leading with integrity, being transparent in our actions, and holding ourselves accountable to the highest ethical standards.

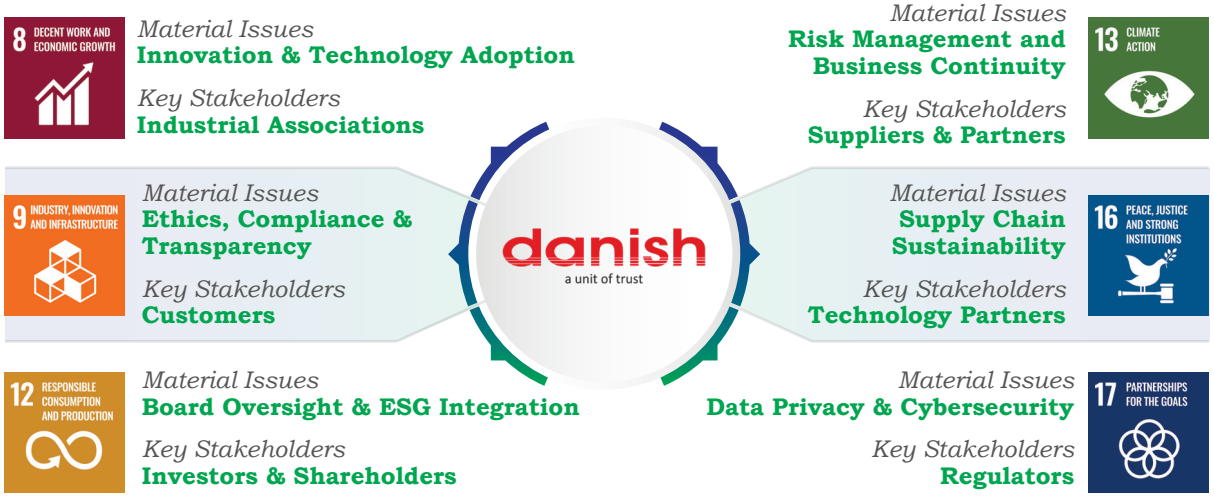
Our governance framework combines robust policies, clear lines of accountability, and proactive We are committed to ensuring that Danish Power not only thrives in today's dynamic business environment but also stands resilient, ethical, and respected for generations to come."

Key Highlights - FY 2024-25

Governance excellence signifies a highly effective, responsible, and transparent system of governing that promotes ethical practices, upholds stakeholder interests, and achieves strategic goals through efficient processes, skilled personnel, and a culture of continuous improvement.

It moves beyond simply following rules to proactively creating value, enabling organizations and public bodies to maximize opportunities while ensuring accountability and public welfare.

- **Board-led strategic direction** ensuring compliance, risk oversight and sustainable value creation.
- **Integrated Risk management framework** aligned to Material business matters.
- **Policy suite benchmarked against UN SDGs, ESG** best practices, and ethical standards.
- **Proactive stakeholder engagement** with feedback loops informing decision making.
- **Independent assurance** via regular internal & third-party audits.



Corporate Governance Framework

Danish Power operates under a robust and transparent governance framework aligned with statutory and regulatory expectations, ensuring ethical conduct, strategic oversight, and compliance with the Companies Act, 2013 and SEBI Listing Obligations and Disclosure Requirements (LODR), 2015. The governance model is structured to integrate environmental and social accountability alongside financial compliance.

The Board of Directors is supported by formal Committees – such as the CSR Committee, Audit & Risk Committee, and the Nomination & Remuneration Committee, which ensure sustainability integration across key decisions.

The policy suite includes defined codes on ethics, whistleblower protection, Board diversity, succession planning, and stakeholder engagement, reinforced by documents such as the CSR Policy, Labour & Ethics Policy, and Green Procurement Policy. These policies demonstrate Danish Power's commitment to responsible sourcing, employee welfare, and sustainability stewardship.

As part of the Integrated Management System (IMS), risk assessments and stakeholder engagement processes incorporate ESG (Environmental, Social, and Governance) principles. This has helped the company institutionalise sustainability into decision-making and enhanced resilience across its operations.

Governance Structure and Oversight

Governance at Danish Power is anchored in a clearly structured framework designed to uphold accountability, transparency, and strategic sustainability integration. The Board of Directors provides overall leadership, setting the tone for ethical conduct and stakeholder-centric governance. Oversight is exercised through specialised Committees – such as the CSR Committee, which steers ESG strategy, budget allocation, and alignment with sustainability commitments.

The Stakeholder Relationship Committee facilitates inclusive dialogue and equitable communication with shareholders and stakeholders. These mechanisms ensure that the Board remains actively engaged in key sustainability themes, including ethical sourcing, energy transition, climate-linked risks, and social responsibility, embedding long-term value creation and stakeholder trust at the core of Danish Power's governance.

Governance structure and oversight refer to the framework, processes, and responsibilities that guide how an organization is directed, controlled, and held accountable. It ensures that decisions are made with integrity, transparency, and alignment with legal, ethical, and strategic goals.

> *A strong governance structure ensures clarity, accountability, and integrity building the foundation for sustainable and responsible growth.*

Board Committee & Key Responsibilities

Through this structure, Danish Power ensures that every strategic and operational decision is underpinned by strong governance principles, safeguarding stakeholder interests while driving sustainable business performance.

Audit & Risk Committee

Safeguards the integrity of financial reporting, strengthens internal controls, oversees statutory and regulatory compliance, and drives enterprise risk management.

Nomination and Remuneration Committee (NRC)

Shapes Board composition, leads succession planning, & ensures a fair, performance-linked remuneration framework aligned to long-term goals.



Stakeholder Relationship Committee

Enhances investor relations, ensures prompt resolution of shareholder concerns, and promotes equitable communication.

CSR Committee

Guides CSR and ESG strategy, approves programmes and budgets, monitors outcomes, and ensures alignment with statutory requirements and sustainability commitments.

Board Governance Enablers

At Danish Power, corporate governance is guided by a well-defined set of Board enablers that not only ensure compliance and transparency but also embed sustainability principles into oversight, strategy, and risk management. These enablers reinforce the Board's role in long-term value creation, ethical decision-making, and stakeholder trust through inclusive leadership, ESG-integrated frameworks, and continuous performance review.

Enabler	Purpose
Board Diversity Policy	Promotes a balanced and inclusive Board composition by integrating diversity in skills, gender, and experience. This enables multidimensional decision-making, especially on sustainability, stakeholder welfare, and innovation.
Independent Directors – Appointment Terms & Familiarization Programme	Clearly defined appointment terms and familiarization initiatives ensure that Independent Directors contribute objectively to sustainability governance, risk evaluation, and regulatory compliance.
Performance Evaluation Criteria	Evaluation of Board, Committees, and Directors includes parameters for strategic foresight, ESG responsiveness, and oversight on ethical performance. This fosters Board accountability on sustainability matters.
Orderly Succession Policy	Ensures leadership continuity for Board and senior roles with a forward-looking approach that supports long-term sustainability vision, internal capability development, and organizational resilience.
Risk Management	Integrates assessment of financial, environmental, climate-related, and reputational risks into the enterprise risk framework. It strengthens preparedness for emerging sustainability risks and supports stakeholder confidence.
Framework	Upholds integrity, human rights, environmental responsibility, and zero-tolerance for misconduct across employees, leadership, and suppliers. The framework is extended through the Supplier Code of Conduct and Labour Ethics Policy to ensure responsible value chain governance.

Together, these governance enablers form a robust sustainability-aligned leadership framework – one that embeds ESG considerations into the Board's mandate, ensures ethical and inclusive decision-making, and strengthens Danish Power's accountability to stakeholders, regulators, and society.

Risk Management Framework

Danish Power recognises that an effective risk management framework is vital to protecting stakeholder interests, strengthening governance, and ensuring long-term value creation. The Company has implemented a structured and proactive approach to risk identification, evaluation, mitigation, and monitoring, aligning with international good practices.

Policy Framework Highlights

Governance

Risk oversight is embedded in Board functions, with the Audit Committee providing strategic supervision and reviewing periodic risk reports.

Monitoring & Reporting

Risks and mitigation efforts are tracked through periodic dashboards & reports, ensuring visibility and responsiveness across departments and leadership levels.

Mitigation Planning

Controls and mitigation plans are developed, monitored, and updated based on changes in the internal or external environment.

Business Continuity and Resilience

Specific provisions address disaster recovery, supply chain disruptions, cyber risk, and regulatory changes to ensure operational continuity.

Risk Assessment

Identified risks are assessed based on likelihood and impact, allowing prioritisation through a risk heatmap and materiality lens.

Training & Awareness

Periodic risk awareness and capacity-building sessions are conducted across functional teams to promote early risk detection and ownership.

Risk Identification and Classification

Risks are categorised into strategic, operational, financial, and compliance-related buckets, with both internal and external triggers evaluated regularly.

Risk Governance

Establishing an overarching structure and policies to manage risks effectively across the organization.

Through these measures, Danish Power maintains a proactive, transparent, and best-practice-aligned risk and control environment, enabling the Company to navigate challenges with agility while building long-term stakeholder trust.

Risk Management Committee

At **Danish Power**, the Risk Management Committee (RMC) provides strategic oversight of enterprise risks that may impact both financial performance and sustainability goals. Guided by a comprehensive Risk Management Policy, the RMC ensures integration of ESG-related risks, such as regulatory changes, resource availability, and climate-related exposures, into the company's overall risk framework.

By regularly reviewing risk registers and mitigation plans in collaboration with management, the RMC helps safeguard long-term value creation, operational continuity, and stakeholder trust in alignment with our sustainability priorities.

Ethics, Conduct & Compliance

At **Danish Power Limited**, ethical conduct is not merely a compliance requirement – it serves as the foundation for conducting business, building trust, and creating lasting value. The Company's ethics architecture is anchored in a comprehensive set of codes and policies that define the standards of behaviour expected from the Board, senior leadership, employees, and business partners. Danish Power maintains a zero-tolerance approach to corruption and bribery (GRI 205) and upholds fair competition principles in full compliance with the Competition Act, 2002 (GRI 206).

Policy Framework Highlights

- **Board & Senior Management Code of Conduct** – Establishes ethical principles, fiduciary responsibilities, and legal compliance expectations for directors and senior leaders.
- **Employee Code of Business Conduct** – Applies to all employees, outlining standards of professional conduct, honesty, and integrity.
- **Conflict of Interest (COI) Policy** – Requires timely disclosure and transparent management of any personal or related-party interest that may conflict with Company objectives.
- **Whistle-Blower Policy** – Ensures protected reporting channels to raise concerns confidentially, with defined investigation and resolution protocols.
- **UPSI / Fair Disclosure & Insider-Trading Controls** – Governs handling of unpublished price-sensitive information, trading window norms, and authorised market disclosures.
- **Prevention of Sexual Harassment (POSH) Policy** – Provides a safe workplace through prevention, redressal, and inquiry processes for all employees.

- **Labour & Ethics / HR Policy** – Upholds equal opportunity, non-discrimination, and fair employment practices, promoting a respectful and inclusive workplace.
- **Supplier Code of Conduct** – Extends human rights, integrity, and compliance expectations to vendors, contractors, and service partners.

With this policy framework in place across people, market conduct, and partners, Danish Power ensures that ethical business is embedded in every aspect of its operations – strengthening stakeholder trust and sustaining our reputation as a responsible industry leader.

Grievance Redressal Mechanism

Danish Power operates a robust, multi-channel grievance redressal framework that ensures protected, transparent, and fair avenues for raising concerns. This framework is accessible to employees, Directors, contract workers, suppliers, partners, and investors.

A grievance redressal mechanism is a structured process that allows employees, customers, stakeholders, or the public to raise concerns, complaints, or issues related to an organization's actions, policies, or services—and ensures these are addressed fairly, transparently, and promptly. The mechanism is embedded in multiple Board-approved policies and committee mandates, including:



Governance excellence is more than policies and procedures it's a commitment to ethical leadership, transparency, and accountability at every level of the organization. It means embedding integrity into decision-making, fostering a culture of trust, and aligning actions with long-term purpose.

Danish Power maintains a zero-tolerance approach to sexual harassment, with strict adherence to the law in letter and spirit.

During FY 2024–25:

- **No complaints** were received or pending.
- **No complaints** were disposed of.
- **No cases remained unresolved** for more than 90 days.

All concerns are escalated through clearly mapped channels, investigated under strict confidentiality, and resolved with zero tolerance for retaliation. Investor complaints are monitored to closure by the SRC, and unresolved material concerns are disclosed as per regulatory mandates. Grievance outcomes are archived in alignment with statutory retention requirements, reinforcing transparency, accountability, and fairness across all stakeholder groups.

Internal Controls & Systems

Danish Power has implemented a robust Internal Control System (ICS) tailored to its operational scale, product complexity, and regulatory landscape. The system is periodically reviewed and reinforced through structured audits and Standard Operating Procedures (SOPs), ensuring its alignment with evolving risks and compliance expectations. As of 31st March 2025, no material weaknesses were identified in the internal controls framework.

Independent internal audits, conducted by M/s R. Sogani & Associates, assess the adequacy of operational controls, benchmark practices against industry standards, and appraise risk exposures. Audit reports are submitted directly to the Chairman of the Audit Committee for review and oversight. The control architecture is underpinned by a suite of Board-approved policies and procedural frameworks covering materiality of events, disclosure of UPSI, preservation and archival of documents, related-party transactions, and subsidiary governance. Ethical safeguards such as the Whistle-Blower Policy and Conflict of Interest Policy are actively implemented, with designated escalation procedures and confidentiality protections.

All material disclosures follow a structured approval matrix, with internal records (e.g., meeting minutes, risk registers, and policy review logs) maintained for statutory and stakeholder assurance. Specific thresholds guide the escalation and approval of significant financial, operational, and sustainability-related decisions. Committee-led periodic reviews ensure that the internal control environment remains dynamic, resilient, and responsive to emerging sustainability risks, regulatory shifts, and stakeholder priorities.

> *CSR is our commitment to create shared value driving business growth while making a positive impact on society and the environment.*

Data Privacy & Security

Danish Power upholds rigorous standards for data confidentiality, fair disclosure, and insider information management. The Code of Conduct for Board and Senior Management and the Whistle-Blower Policy establish ethical boundaries for responsible information handling, ensuring that confidential business data and employee information are treated with utmost integrity.

Aligned with SEBI (PIT) Regulations, the Prohibition of Insider Trading Policy outlines access controls to Unpublished Price Sensitive Information (UPSI), trading windows, and a designated compliance officer to monitor all disclosures. Additionally, the Policy on Fair Disclosure of UPSI mandates transparent, non-discriminatory, and timely public disclosures to prevent any misuse.

The company's Policy for Disclosure and Determination of Materiality ensures that material events, such as cybersecurity incidents or system failures, are communicated promptly in line with regulatory expectations. Supporting this, the Document Preservation Policy and Archival Policy define structured retention timelines and accessible public disclosures on the website.

Collectively, these measures form a robust governance framework for data protection, ethical conduct, and proactive communication with stakeholders.

> *Data privacy and security are the pillars of trust in the digital age protecting information, respecting rights, and ensuring that technology serves people safely and responsibly.*

Operational Efficiency

At **Danish Power**, operational efficiency is deeply intertwined with sustainability. The Company's Green Procurement Policy prioritises energy-efficient, recycled, and eco-labelled materials, while procurement planning is reviewed annually to optimise logistics and reduce environmental impact. Preventive maintenance programs across production lines enhance resource efficiency and uptime, while all employees receive regular training on waste reduction, machine care, water conservation, safety, and first aid.

End-of-life transformers are responsibly channelled to authorised recyclers, ensuring safe mineral oil handling and high component recyclability in alignment with product stewardship principles. Risk governance is fully integrated through an enterprise-wide Risk Management Policy, covering ESG, operational, and financial risks.

These practices, embedded within Danish Power's Integrated Management Systems (IMS), contributed to a sharp rise in capacity utilisation, from 81.00% to 96.00% during the year – reflecting improved planning, energy performance, and sustainable resource use

Governance Policy Suite

Board & Leadership Governance

- **Board Diversity Policy** – Ensures optimal mix of skills, experience, gender, and perspectives.
- **Independent Directors** – Appointment Terms & Familiarisation Programme – Clarifies roles, expectations, and onboarding.
- **Performance Evaluation Criteria** – Measures Board, Committee, and Director effectiveness.
- **Orderly Succession Policy** – Ensures leadership continuity.

Risk & Control Governance

- **Risk Management Policy** – Enterprise - wide risk identification, and mitigation
- **Related Party Transactions (RPT) Policy** – Transparent and arm's-length dealings.
- **Material Subsidiaries Policy** – Oversight of subsidiary governance.
- **Materiality of Events & Information Policy** – Reg. 30 disclosure governance.
- **Preservation of Documents Policy** – Retention rules for statutory & business records.
- **Archival Policy** – Website archival of public disclosures.

Ethics & Conduct

- **Board & Senior Management Code of Conduct** – Ethical and fiduciary principles.
- **Employee Code of Business Conduct** – Professional integrity expectations.
- **Whistle-Blower Policy** – Protected reporting channels.
- **UPSI / Fair Disclosure & Insider-Trading Controls** – Market conduct safeguards.
- **Prevention of Sexual Harassment (POSH) Policy** – Workplace safety and equality.
- **Labour & Ethics / HR Policy** – Equal opportunity, non-discrimination, fair employment.
- **Supplier Code of Conduct** – Human rights, integrity, and compliance standards for vendors.

Investor & Shareholder Governance

- **Dividend Distribution Policy** – Transparent dividend framework.
- **Stakeholder Relationship Committee Charter** – Shareholder grievance redressal.

Operational & Sustainability Governance

- **Green Procurement Policy** – Sustainable sourcing principles.
- **Product Lifecycle Stewardship Policy** – Safe handling, recyclability, and disposal.

Governance Performance Snapshot for FY 2024–25

In accordance with the provisions of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Board of Directors conducted an annual evaluation of its own performance, as well as that of its committees and individual Directors.

20
Board Meetings Held
(aligned to regulatory minimums, with additional ad-hoc reviews)

96%
Average Board Attendance
(above industry average of ~90%)

50%
Independent Directors on Board
(ensuring balanced oversight)

Yes
Chairperson and CEO Separation
(ensures independent board oversight)

4
Board Committees
(covering audit, nominations, stakeholders, CSR)

0/0
Whistle-blower Cases Received/Resolved
(reflecting proactive compliance culture)

Yes
Vigil Mechanism Oversight
Audit Committee oversight in place (strengthens whistle-blower policy)

100%
Investor Complaints Resolved
within statutory timelines

₹46.89
Lakh ESG/CSR Spend
(above statutory 2% of average net profits)

At **Danish Power**, governance is not a compliance checklist, it is the foundation of long-term resilience, ethical leadership, and value creation. By embedding transparency, accountability, and stakeholder trust into every decision, Danish Power ensures that its policies, committees, and practices work as an integrated ecosystem, anticipating risks, safeguarding rights, and driving sustainable growth.

The governance framework is designed to evolve with emerging regulations, ESG expectations, and stakeholder needs, ensuring the Company remains not only compliant but ahead of the curve. This commitment to governance excellence will continue to power Danish Power's ability to deliver enduring value for shareholders, employees, partners, and the communities it serves.

"Corporate governance is the foundation of trust and integrity in every organization. It ensures that leadership acts with accountability, fairness, and transparency, balancing the interests of shareholders, employees, customers, and society at large.

Strong governance fosters responsible decision-making, mitigates risks, and creates a culture of ethical conduct.



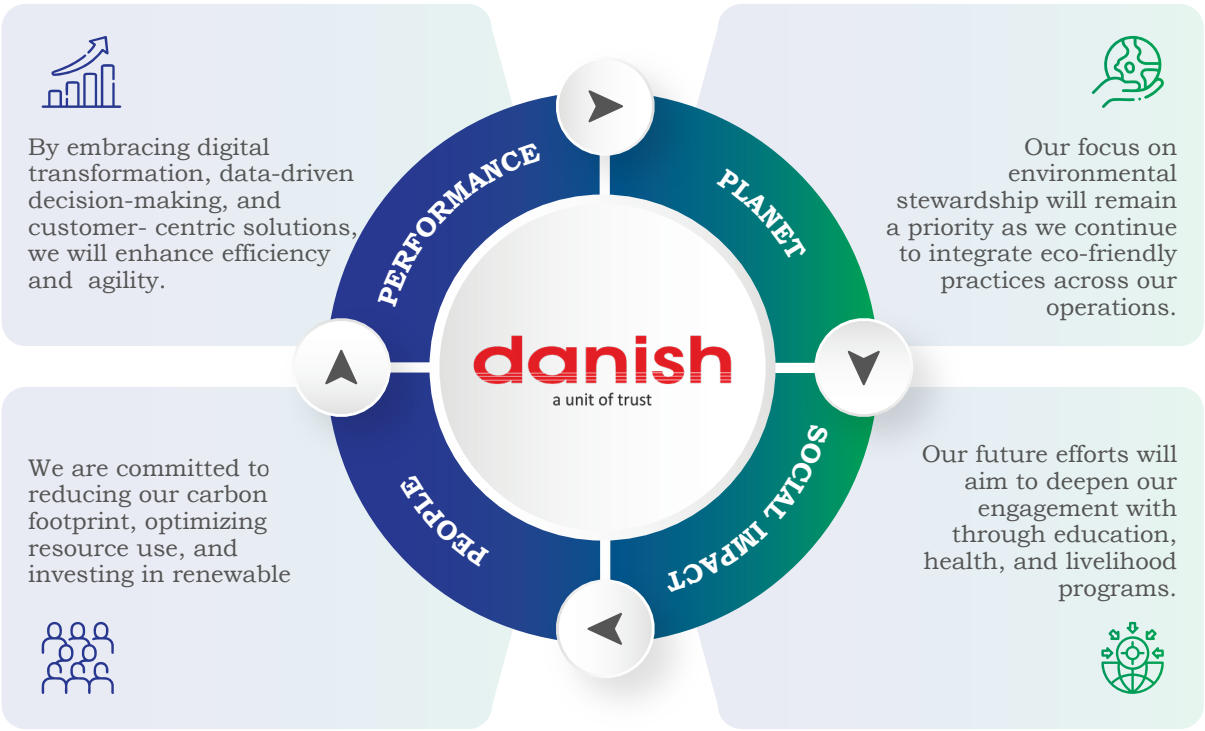
Guided by purpose & driven by innovation

Future Outlook

Danish Power's vision for the future is bold and uncompromising. The Company aims to lead the power transformer industry with technological excellence, environmental stewardship, and an unwavering commitment to people and communities. It will push the boundaries of innovation, creating high-performance, energy-efficient products that power industries while safeguarding the planet. By embedding circular economy practices, enhancing material efficiency, and optimising product lifecycles, Danish Power seeks to redefine what sustainable manufacturing looks like in the power sector.

People will remain at the heart of this journey. Danish Power will foster an inclusive, safe, and empowering workplace, where diversity thrives, talent grows, and every individual feels valued. Through continuous learning, well-being initiatives, and world-class safety standards, the Company will equip its teams to drive innovation and exceed customer expectations. For the communities around, Danish Power will amplify its social impact through initiatives in education, skills, healthcare, and livelihood development. This will ensure that its success remains both shared and meaningful.

In governance, Danish Power will uphold integrity, transparency, and accountability as non-negotiable principles. ESG will remain embedded in its decision-making, with strong Board oversight, rigorous risk management, and active stakeholder engagement guiding the path forward. The Company envisions a future where profitability and purpose are inseparable. Every milestone will strengthen its technological leadership, every innovation will reduce its environmental footprint, and every action will build trust with stakeholders.



The Company's ambition is clear – To set new industry benchmarks in technology, quality, and sustainability, and to leave a legacy where Danish Power is known not just for what it builds but for the positive impact it creates for generations to come.

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danish

a unit of trust

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